



MAKE A DIFFERENCE – JOIN THE EUROPEAN COMMISSION

Do you want to help shape the future of the European Union? Make the planet greener, promote a fairer society, or support businesses and innovation across the EU? Then come and work for the European Commission where you can really make a difference!

Commission staff are a diverse group of people, who are motivated to help make Europe – and the world – a better place. They come from the 27 Member States of the European Union. Different nationalities, backgrounds, languages and cultures make the Commission a vibrant and inclusive place to work.

WE OFFER GREAT JOBS AND GREAT WORKING CONDITIONS:

- Interesting and challenging jobs with plenty of opportunities for training and acquiring new skills and competencies throughout your whole career
- Opportunities to move between different policy areas throughout your career
- A package of flexible working conditions including the possibility of teleworking – we care about your work-life balance
- A competitive financial package, including comprehensive healthcare, accident and pension schemes
- A multilingual, multicultural workplace where personal and career development are strongly promoted
- Multilingual schools for your children

We recruit from a wide range of backgrounds and actively promote diversity and inclusion:

We do not only recruit political scientists and lawyers but are also looking for all kinds of profiles, including scientists, linguists, IT experts, data analysts and economists, as well as drivers and engineers.

We are committed to equal opportunities and to fostering a rich, diverse and inclusive working environment. We aim for our workforce to be representative of European society and strongly welcome applications from all qualified candidates. We actively seek to create a workplace where each staff member feels valued and respected, can give their best and can develop to their full potential.



To promote diversity and establish a geographically balanced pool of candidates, we strongly encourage applicants from Member States which are currently underrepresented in the European Commission workforce to apply. These Member States are currently Austria, Cyprus, the Czech Republic, Denmark, the Netherlands, Estonia, Finland, Germany, Ireland, Luxembourg, Malta, Poland, Portugal, Slovakia and Sweden¹. Recruitment will however remain strictly based on the merits of all applicants and no positions will be reserved for nationals of any specific Member State.

For more information ec.europa.eu/work-with-us

STAFF RECRUITED ON CONTRACTS

In addition to permanent officials, the European Commission offers non-permanent positions. There are two categories of non-permanent staff:

- [temporary agents](#) are recruited to fill vacant positions for a set amount of time or to perform highly specialised tasks.
- [contract agents](#) may provide additional capacity in specialised fields where an insufficient number of officials is available or carry out a number of administrative or manual tasks. They are generally recruited for fixed-term contracts (maximum 6 years in any EU Institution), but in some cases they can be offered contracts for an indefinite duration (in offices, agencies, delegations or representations).

For more information on different [staff categories](#)

¹ Please note that the list of underrepresented Member States may be subject to future amendment based on potential data changes over time.



Financial Officer

DG BUDG of the European Commission

Selection reference: BUDG/COM/2025/2023

Domain: Economics, Finance and Statistics

Where: Unit F1 – „Borrowing and Lending Operations – Front Office“, Luxembourg

Staff category and Function Group: Temporary agent 2b– Administrator

Grade range: AD5-7

Publication deadline: 27/10/2025 - 12.00 (Brussels time)

WE ARE

Unit F1 plans and executes the Implementation of the EU-Bond issuance programme which funds the Union’s financial assistance programmes and the NextGenerationEU programme and monitors the evolution of legacy programmes (SURE, EFSM). To this end, unit F1 oversees the implementation of the EU’s unified funding strategy and is responsible for the enhancement of the capacities needed for its further successful development. Unit F1 is also responsible for the financial structuring of loans to beneficiaries. F1 is also responsible for communication with key capital market participants – notably management of the Primary Dealer Network but also Credit Rating Agencies, Investment banks, peer institutions and national Debt Management Offices. It is also responsible for the development of the EU’s investor outreach strategy.

Over the last 4 years, the Commission has built up a professional debt management capacity resembling the operational capacities housed in national debt management authorities. This operational framework is deployed for mobilising the financing for a number of high-profile EU financial assistance programmes, notably NextGenerationEU and the most recent support programme for the Ukraine as well as SAFE.

These operations are now organised under a unified funding approach, including the related internal governance and risk management structures. The Commission funding approach foresees the organization of funding operations through a common pool, complemented with a dedicated liquidity and payment management. The funds are mobilised through different funding channels (syndicated transactions, auctions) as well as the entire maturity spectrum (short-term and long-term funding). Up to 30 percent of the proceeds will be raised through the issuance of Green Bonds for which the Commission has established a dedicated Green Bond Framework.

The successful candidate will join the Directorate, which undertakes market operations on behalf of the Union budget (“Asset and Financial Risk Management”). This Directorate, the bulk of whose activities are located in Luxembourg, forms part of DG BUDG.



WE PROPOSE

The Commission is seeking to complement its team with an expert who can bring first-hand operational experience in the management of financial operations as well as experience in financial analysis. In particular, the successful candidate will be selected with a view to:

- Strengthen the Commission's capacity for an integrated public debt and liquidity management in line with international best practices;
- Prepare the planning of the funding operations in collaboration with the colleagues and provide support for their executions, in line with the Commission's unified funding approach;
- Strengthen the Commission's capacity for managing a broad primary dealer network as well as assessing the support of members of that network for the Commission's debt management activities;
- Support in developing further the operational framework for the debt management, for example, through additional instruments and processes to refine its funding approach and/or liquidity management.

The successful candidate will enjoy important responsibilities in his/her respective field of competence and be relied on heavily for strategic and operational guidance. S/he will enjoy considerable autonomy and room for initiative in the achievement of agreed objectives while being fully integrated and working within the organizational/management structure of the Directorate.

WE LOOK FOR

The successful candidate should have sound judgment, strong team spirit, a sense of initiative, communication and problem-solving abilities, as well as knowledge of the relevant procedures. The successful candidate should have the capacity to combine financial and institutional aspects in a versatile manner and should be able to advance and organise conceptual work in the Unit. S/he should also be able to coordinate work across different Directorates and services as well as the required communication skills (written and oral) for communication with senior Commission officials and Cabinets.

S/he should have a solid professional background in economics and finance, in addition to advanced computer science skills given the quantitative work implied by the planning of the operations, as well as a good knowledge of the policies and activities of DG BUDG, and ideally solid experience in budgetary policy analysis. Her/his academic background would preferably be in economics, finance and/or accounting. The candidate should be able to perform his/her tasks accurately, independently and to organize her/his work and the work of the team with a view to meet short deadlines. Experience in drafting reports and/or briefings would be important.

Given the highly technical and challenging character of this position, the successful candidate must possess a proven significant (first-hand) experience in the specific area of funding activities on debt capital markets (acquired either in private or public entities). S/he should have acquired this broad and sound expertise in planning and implementation of different types of funding operations, such as benchmark fixed income bond issuances through syndicated transactions and auction lines or private placements and should be familiar with the use of the dedicated platforms or programs used for this purpose as well as the management and assessment of a broad primary dealer network. A professional background in the specific areas described above will be an asset.



Apart from these core business competences, s/he should have also proven knowledge of the directly related activities, such as back-office operations, credit ratings, compliance and regulatory and financial framework. Familiarity with the institutional setting for collaboration, and exchange among debt management authorities in the EU would be an asset.

We look for a dynamic, experienced and open-minded team player who is motivated to proactively contribute to the different business processes under the responsibility of the Unit. The ability to function effectively as part of a team delivering to tight deadlines will be an important attribute. Furthermore, good communication skills will be important in facilitating constructive dialogue with colleagues across the DG and Commission. A very good command of English (written and oral) is required for this position.

HOW TO EXPRESS YOUR INTEREST?

You should send your documents in a single pdf in the following order:

1. your CV
2. completed application form.

Please send these documents by the publication deadline to BUDG-MAILBOX-F01@ec.europa.eu indicating the selection reference BUDG/COM/2025/2023 in the subject.

No applications will be accepted after the publication deadline.



ANNEX

1. Selection

➤ Am I eligible to apply?

You must meet the following eligibility criteria when you validate your application:

Our rules provide that you can only be recruited as a temporary agent at the European Commission if you:

General criteria:

- Are a citizen of a Member State of the EU and enjoy full rights as a citizen
- Have fulfilled any obligations imposed by applicable laws concerning military service
- Are physically fit to perform the duties linked to the post
- Produce the appropriate character references as to suitability for the performance of the duties.

Qualifications:

In order to be recruited for this position, you must have at least a level of education which corresponds to completed university studies of at least 3 years attested by a diploma.

Only qualifications issued or recognised as equivalent by EU Member State authorities (e.g. by the Ministry of Education) will be accepted. Furthermore, before recruitment, you will be required to provide the documents that corroborate the eligibility criteria (diplomas, certificates and other supporting documents).

Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU²
- AND a satisfactory knowledge (minimum level B2) of a second official language of the EU, to the extent necessary for the performance of the duties.

➤ What about the selection steps?

The post was published internally within the Commission, inter-institutionally, and brought to the attention of competition laureates.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority³. If these candidates do not best fit the requirements for the position, the Commission can recruit a temporary agent.

² The official languages of the European Union are: BG (Bulgarian), CS (Czech), DA (Danish), DE (German), EL (Greek), EN (English), ES (Spanish), ET (Estonian), FI (Finnish), FR (French), GA (Irish), HR (Croatian), HU (Hungarian), IT (Italian), LT (Lithuanian), LV (Latvian), MT (Maltese), NL (Dutch), PL (Polish), PT (Portuguese), RO (Romanian), SK (Slovak), SL (Slovenian), SV (Swedish).



A selection panel will choose a limited number of candidates for interview, based on the CV and application form that they submitted. Due to the large volume of applications, we may receive, **only candidates selected for the next step of the selection phase will be notified.**

For operational reasons and in order to complete the selection procedure as quickly as possible in the interest of the candidates and of the institution, the selection procedure will be carried out in English and possibly in another language.

2. Recruitment

The candidate selected for recruitment will be requested to supply documentary evidence in support of the statements made in their application.

The successful candidate will be required to undergo a mandatory pre-recruitment medical check-up, carried out by the Commission.

➤ Type of contract and working conditions

The place of employment will be **Luxembourg**.

In case the successful candidate is not an official or a competition laureate, they will be recruited as a **temporary agent under Article 2(b) of the [Conditions of Employment of Other Servants](#), in function groups AD, AST or AST/SC.**

➤ Grade

The recruitment grade, as well as the step in that grade, will be determined in accordance with [Commission Decision C\(2025\)4716](#) on policies for the engagement and use of temporary agents and with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

The recruitment grade will be calculated based on the qualifications and the number of years of professional experience, according to Art. 13 of the Commission Decision C(2025)4716. Higher grades may be granted exceptionally.

The duration of the **1st contract will be of 1 to 4 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service, in accordance with [Commission Decision C\(2025\)4716](#) on policies for the engagement and use of temporary agents.

³ Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



All new staff have to successfully complete a 9-month probationary period.

The pay of staff members consists of a basic salary supplemented with specific allowances, including, where applicable, expatriation and family allowances. The provisions guiding the calculation of these allowances can be consulted in the Conditions of Employment of Other Servants. As a member of staff of the European institutions, your pay is subject to a tax raised by those institutions.

The European Commission applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations.

Should you need further information on working conditions, please refer to [Working conditions and benefits of EU Careers](#).

For information related to Data Protection, please see the [Specific Privacy Statement](#) under “7. Information to data subjects on their rights”, to find your rights and how to exercise them in addition to the privacy statement, which summarises the processing of your data.