



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.



Profile

Directorate-General ENEST of the European Commission

Selection reference: ENEST/COM/2025/2075

Domain*: PRE-ACCESSION and ENLARGEMENT

Where: Unit C.3 – Türkiye – Brussels

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

Grade range: AD5-7

Publication deadline: 22.10.2025 – 12.00 (Brussels time)

WE ARE

We are the Türkiye unit (C3) within the “Eastern Neighbourhood and Türkiye” Directorate of the European Commission’s Directorate-General for Enlargement and Eastern Neighbourhood (DG ENEST). The mission of our unit is to manage the accession process and bilateral relations with Türkiye. The unit plays a key role in building a closer relationship between the EU and Türkiye across a range of policies, in line with the agenda for re-engagement with the country. The unit co-ordinates work on enlargement, the implementation of the EU-Türkiye Association Agreement and related sub-committees, and the EU-Türkiye Customs Union. It also co-ordinates and manages pre-accession financial assistance to Türkiye and the EU refugee assistance to the country. The unit works in close cooperation with colleagues in the EU Delegation in Ankara. Unit ENEST.C.3 is composed of 19 staff in Brussels. 87 Commission staff work in the different cooperation sections in the EU Delegation to Türkiye. The yearly indicative budget implemented by the EU Delegation in Türkiye under the direct responsibility of the unit is approximatively EUR 1 billion.

WE PROPOSE

We propose a position as Policy Officer. The successful candidate will help define strategies for investment in the fields of transport, energy, digital, environment, climate in Türkiye, including in relation to initiatives on regional connectivity and the Global Gateway. This involves contributing to analysing and mapping infrastructure gaps and bottlenecks, and developing and assessing pipelines of projects. The Policy Officer will support the programming of financial assistance (including through the use of financial instruments), including for identification of priorities, in the area of connectivity, and the green and digital transitions.

In addition, the Policy Officer will support the work on trade between the EU and Türkiye including the Customs Union, including on technical legislation. The successful candidate will contribute to coordination of enlargement policy within the Directorate-General by acting as Chapter desk for Chapter 12 (food safety, veterinary and phytosanitary policy).

Finally, the Policy Officer will contribute to the annual enlargement report on Türkiye in a number of fields (transport, energy, digital, environment, climate and food safety), as well as prepare subcommittee meetings with Türkiye under the Association Agreement (on transport, environment, energy and Trans-European Networks). The successful candidate might also assist with other tasks related to EU-Türkiye relations in the fields of trade, investment and economic matters.

For all the purposes mentioned above, the Policy Officer will need to engage and maintain a network with the relevant services in the Commission as well as International Finance Institutions.



The Policy Officer will represent the Commission in meetings and events and contribute to interinstitutional relations.

WE LOOK FOR

We are looking for a highly motivated, dynamic, well organised and pro-active team player with relevant experience in international relations and a track record in policy analysis and development in the relevant areas. He/she should be keen on working on a wide variety of policy files and able to draft clear policy notes and communication material. At the same time, he/she should be ready to enter into technical issues related to infrastructure investment, regulatory and trade matters.

In particular, the candidate should have: very good capacity for strategic thinking, a well-developed political sense and ability to take initiatives; sound judgement, negotiating skills and ability to represent the Commission, including in international relations contexts; an excellent ability to work constructively with others in the Commission and with external stakeholders (notably International Financial Institutions); excellent oral and written communication skills in English in order to communicate efficiently and fluently with internal and external stakeholders and draft high quality documents.

The candidate should also have:

- very good knowledge and understanding of EU digital, energy, transport, climate and environmental policies, with a track record of previous policy work in several of these fields in international contexts and an ability to rapidly develop expertise in more of these areas;
- solid understanding of infrastructure investment and EU financial assistance including financial instruments and the role of International Financial Institutions in this regard;
- sound understanding of the challenges of connectivity, infrastructure and the twin transition in Türkiye and the wider region (notably the Black Sea region and South Caucasus);
- good understanding of challenges related to international trade and investment, especially between the EU and Türkiye, and the broader political and economic context.

Experience in financial and technical assistance and in EU enlargement/pre-accession work would be a clear asset for this post, as would previous experience in dealing with Türkiye.



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 ENEST-C3@ec.europa.eu indicating the selection reference [ENEST/COM/2025/2075](#) 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:

FOR AD jobs: 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.

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).



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.

For temporary agents under Article 2(a) of the [Conditions of Employment of Other Servants](#), the post is published directly on the EPSO website, without mandatory prior internal publication.

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 **Brussels**.

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.**

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



➤ **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 up 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.

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.