



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.



PROGRAMME ASSISTANT

Directorate-General Competition (DG COMP) of the European Commission

Selection reference: COMP/COM/2025/2044

Domain: law

Where: Unit A4- European Competition Network and Private enforcement, Brussels

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

Grade range: AST1-3

Publication deadline: 20.10.2025 - 12.00 (Brussels time)

WE ARE

DG Competition's Unit A4 shapes antitrust enforcement and policy across the Union by ensuring effective and coherent application of the EU competition rules by the European Competition Network ("ECN", which is formed by the EU national competition authorities ("NCAs") and the Commission) and by national courts.

The work in our unit thus provides for a unique and diverse combination of horizontal policy initiatives and antitrust casework.

In particular, we are closely involved in the ongoing antitrust-related policy and legislative work at DG COMP and bring in the ECN perspective in those policy discussions. The Unit is currently co-leading together with Unit A1 two major policy initiatives, namely the evaluation of Regulation 1/2003 and the Guidelines on Exclusionary Abuses of Dominance.

The unit is also in charge of the complete and correct transposition and implementation of the ECN+ Directive (harmonising and boosting national antitrust procedures) and regularly supports national ministries and NCAs in this context.

We are moreover responsible for legal and policy issues relating to private enforcement of the antitrust rules across the EU and will conduct any potential future evaluation of the Antitrust Damages Directive. In addition, we steer the cooperation of DG COMP with the Association of European Competition Law Judges and manage a significant budget to finance the training of national judges in EU competition law.

As regards case-related work, Unit A4 assesses the consistence of national draft decisions applying Articles 101/102 TFEU, providing support and legal advice to NCAs and



conducting case allocation discussions to determine the well-placed authority to deal with a case in the network.

Unit A4 is also in charge of DG COMP's assessment of preliminary ruling questions concerning Articles 101/102 TFEU. We regularly attend court hearings in support of the Commission's Legal Service. The unit, in addition, prepares the Commission's opinions submitted to national courts, e.g. as *amicus curiae*.

Finally, our unit is in charge of shaping the emerging field of ECN cooperation under the Digital Markets Act ("DMA"), including the issue of coordination of cases under the DMA, Article 101/102 TFEU and stricter national laws.

This balanced portfolio results in an unparalleled mix of highly stimulating legal work and day-to-day interactions with external stakeholders such as NCAs, national ministries and judges, which is truly unique within DG COMP.

WE PROPOSE

We offer a position as programme assistant to manage DG Competition's budget for training of judges in EU competition law; ensure efficient and secure coordination and communication with NCAs; and assist in the development of IT applications allowing NCAs and the Commission to coordinate enforcement actions and exchange information. The main responsibilities of the programme assistant is the planning, managing, monitoring and reporting of DG Competition's operations funded under the Single Market Programme in relation to the training of judges.

The tasks include organising the calls for proposal for the "Training of Judges in EU Competition Law"; managing the evaluation process and awarding procedures; preparing grant agreements with selected beneficiaries; monitoring the execution of the grant agreements; reviewing and advising on request for changes in project work plans and/or budgets; initiating amendments to grant agreements where necessary; examining final reports and financial statements of completed projects and ensuring that final reports are approved and final payments are prepared in accordance with the terms of the grant agreements.

The new colleague will also back up for the other colleagues in the secretariat. For this task the main area of responsibility would be to ensure the proper follow up to cases from national competition authorities (ECN cases) or requests notified to the Commission. This task includes allocation of the cases/requests, dealing with relevant databases and launching inter service consultations with the Legal Service. As a back-up the new colleague may also need to provide administrative and logistic support to the Head of Unit.

The Unit has a dynamic and friendly working atmosphere. The unit also applies flexitime.



WE LOOK FOR

We are looking for a motivated, friendly and efficient colleague who can work independently but also as part of a team; is well organised and stress resistant, with an eye for details and the ability to prioritize work and take initiatives. S/he is expected to have experience in financial management including grant, procurement and contract management. A good understanding of the functioning of networks of EU national courts and universities would be highly valued.

The candidate needs strong analysing and problem-solving skills, be able to conceptualise problems, identify and implement solutions. S/he needs well-developed soft skills to build up and maintain smooth contacts with stakeholders, associated Commission services, representatives of national competition authorities and national courts. S/he is expected to have very good communication skills including the ability to transmit technical or specialised information in a clear, concise and understandable way. An excellent command of English is essential for this post. Commanding more than one other EU languages would be a strong asset.

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 COMP-TA-APPLICATION@ec.europa.eu indicating the selection reference COMP/COM/2025/2044 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.

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.

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 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.

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.