



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.



External Auditor

Directorate-General Migration and Home Affairs (DG HOME) of the European Commission

Selection reference: HOME/COM/2025/2161

Domain: Audit

Where: Unit HOME.F.1 – “Audit & Compliance”, Brussels

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

Grade range: AD5-7

Publication deadline: 29.10.2025 - 12.00 (Brussels time)

WE ARE

The Directorate-General for Migration and Home Affairs (DG HOME) is responsible for EU policy, legislation and action in the fields of security, borders and migration. Currently, around 590 staff members work in DG HOME, distributed over 6 Directorates and 25 Units. The wide variety of responsibilities creates an interesting and challenging work environment.

The mission of Unit F1 “Audit and Compliance” is to contribute to the reasonable assurance of the Director-General that the resources assigned to DG HOME policies are compliant with the principles of sound financial management. DG HOME has a large diversity of financial transactions linked to shared management, indirect management (delegation agreement and agencies) and direct management (procurement and grants), as well as funding for emergency assistance to support actions addressing the challenges of the migration and internal security.

Unit F1 manages the processes contributing to the assurance by performing audits, ensuring the implementation of DG HOME anti-fraud strategy, the discharge process in cooperation with operational units, central services (BUDG, IAS, OLAF) and external audit bodies such as ECA. The unit is composed of three sectors: (1) audits, (2) ex-ante verifications and (3) accounting, controls coordination and assurance (ACCA).

The audit sector is composed of 16 experienced auditors (including the Head of Sector) and is in charge of auditing under shared management both the legality and regularity of the expenditures declared by Member States in the annual accounts and for verifying the management and control systems in place to ensure the legality and regularity of expenditure declared to the Commission and the implementation of the needed corrective measures. In addition, the audit sector performs ex-post audits for direct/indirect actions implemented by DG HOME and DG JUST. The audit sector contributes to the assurance for the two Directorate-Generals on the proper use of the funds for which they are responsible.

WE PROPOSE



We propose an interesting job for an auditor looking for a new challenge, in an open-minded and friendly environment.

Under the supervision of the Head of Sector, the work involves carrying out system and project audits, supervising private audit companies, advising and consulting mainly with Member State audit authorities and the policy units, dealing with the Court of Auditors and the IAS. The work may involve a share of horizontal tasks, developing audit methodology and contributing to reporting on audit activities for the Annual Activity Report, especially on the error rates and the reservations. The dynamic area of migration borders and security offers a unique opportunity for developing audit skills in different management models.

Therefore, the vacancy will suit the candidate looking for a challenging and interesting job in a dynamic and stimulating environment that offers the opportunities to take initiative, to improve their multi-tasking skills, problem-solving capabilities and contribute to the further development of the audit sector.

WE LOOK FOR

We are looking for a motivated colleague, who has excellent team spirit, a strong sense of responsibility and own initiative, as well as a constructive service-oriented approach.

Our new colleague should be able to lead audit independently and ensure timely and correct follow-up, as a strong player in a professional team. He/she should also be able to defend his/her positions in meetings with the hierarchy, Member States and various other boards and Institutions.

The new colleague will have an audit background or similar relevant experience (e.g. financial control, financial management, law, accountancy), sound analytical skills, ability to ensure timely and precise follow-up, written and oral communication skills, good organizational skills and time management.

Specific experience in auditing other EU Funds especially under shared management, including areas such as public procurement, would also be an advantage. Excellent oral and written command of English language is necessary as reporting and procedural follow-up is normally in English. Experience in analysing annual assurance packages submitted in the context of shared management would be an advantage.



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 HOME-F1-PUBLICATIONS@ec.europa.eu indicating the selection reference **HOME/COM/2025/2161** 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.

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.