



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.



Directorate-General Enlargement and Eastern Neighbourhood (DG ENEST) of the European Commission

Selection reference: ENEST/COM/2025/2282 (+ the number of vacant posts for similar profile in case of a group publication)

Domain*: PRE-ACCESSION and ENLARGEMENT

Where: Unit B4 – Montenegro, Bosnia and Herzegovina – Brussels

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

Grade range: AD5-7

Publication deadline: 07/11/2025 - 12.00 (Brussels time)

WE ARE

Within the Directorate General for Enlargement and the Eastern Neighbourhood, our mission is to manage the enlargement process and the EU's bilateral relations with Montenegro and Bosnia and Herzegovina. This includes monitoring the reform process in the countries, managing the implementation of the Stabilisation and Association Agreement, preparing annual reports, representing the Commission in Council working groups and other bodies, programming and supervising the implementation of pre-accession financial assistance and monitoring the implementation of the Growth Plan for the Western Balkans. The unit works in close cooperation with the EU Delegation/EU Special Representative Office in Sarajevo and the EU Delegation in Podgorica.

WE PROPOSE

Unit B4 of DG ENEST is seeking to hire one Policy Officer on Bosnia and Herzegovina and regional hybrid threats

The position will consist of monitoring political developments in Bosnia and Herzegovina and helping define strategies to support the country on its European path. This includes the contribution to the definition of, and coordinate the implementation of EU policies relating to Bosnia and Herzegovina and related accession path preparation, including on the 8 steps for candidate status and the 14 key priorities, Negotiation Framework and screening process, together with the Growth Plan for the Western Balkans.

On a regional level the successful candidate will lead on the analysis and monitoring of hybrid threats to the Western Balkans, in particular cyber security and disinformation and will develop and implement an outreach strategy to like-minded partners in particular the US on these issues.



He/she will coordinate and contribute to the relevant briefings, policy papers, replies to parliamentary questions, correspondence and press requests.

The job calls for a high degree of responsibility, autonomy, commitment and flexibility; the nature of some of these tasks may also be adjusted over time.

The work will take place in a dynamic, stimulating and supportive work environment focused on the EU's relations with Bosnia and Herzegovina and Montenegro and their role in the region. The successful candidate will work closely with the other members of the Unit and the Directorate the EU Delegations/ office in the region, other DGs and EU institutions and with the European External Action Service. He/she will represent the Commission in the relevant internal and external fora, cooperating with other institutions and involves missions to the Western Balkan countries

WE LOOK FOR

We are looking for a highly motivated, dynamic, well organised and pro-active team player with experience in enlargement policies for the Western Balkan countries in particular Bosnia and Herzegovina, a track record in policy analysis and development in relevant areas as well as strong experience in leading outreach to like minded partners . Experience in the area of hybrid threats in particular cyber security. He/she should be keen to draft clear policy notes and communication material.

The ideal profile for the job should have :

- Master in political sciences or related fields
- In-depth knowledge of the EU and its institutions
- At least 3 years experience in working on enlargement with the Western Balkan countries and with Bosnia and Herzegovina in particular .
- Proven track record over at least 2 years on developing diplomatic relations with like-minded partners, in particular US on EU policies .
- At least 2 years experience in following security affairs at international level including hybrid threats and cybersecurity
- Sound political judgement and strong capacity to analyse, synthesise and present information, usually within short deadlines.
- Proven ability to cooperate and coordinate strategic engagement of different stakeholders (at least 2 years experience)

In addition,

- Ability to speak / read the language of the country would be an asset.
- Experience in external communications and/or media relations will be an asset
- Working experience with multilateral organisations is an 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 ENEST-B4@ec.europa.eu indicating the selection reference ENEST/COM/2025/2282 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.