



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.



Team Leader – R&I dimension of Economic Security and cooperation with China

Directorate-General Research and Innovation (DG RTD) of the European Commission

Selection reference: RTD/COM/2025/2501

Domain*: Science and Research

Where: Unit RTD.04 International Cooperation: Asia, Pacific, Africa & Middle East

Global Approach & Science Diplomacy, Research Security, Global Service Facility & Euraxess worldwide
- Brussels

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

Grade range: AD5-7

Publication deadline: 10/12/2025- 12.00 noon (Brussels time)

WE ARE

The Directorate-General for Research and Innovation (DG RTD) is responsible for designing, developing and implementing the European Research and Innovation (R&I) policy. The DG supports R&I through European Framework Programmes, coordinates and supports national and regional R&I programmes, contributes to the creation of the European Research Area, and supports the cooperation of European organisations and researchers in Europe and in an international context.

The Unit manages the EU's R&I cooperation with Asia-Pacific, Central Asia, Africa and the Middle East. The Unit leads on the development, implementation and monitoring of the Global Approach, including the Multilateral Dialogue and Science Diplomacy and the R&I dimension of the Economic Security Strategy. The Unit is responsible for the management and implementation Euraxess Worldwide and the Global Service Facility. The Unit functions as the DG competence centre for country and region analysis and elaborates, in co-creation with the relevant services, policy and strategy options for international cooperation activities with the relevant countries and regions.

Amongst the main activities of our unit:

Implementing the Global Approach to Research and Innovation.

Deepening the knowledge base on the R&I landscape of the countries and regions in the remit of the unit, needed for strategic intelligence in the DG. Providing intelligence on R&I strategic priorities to inform EU external policy activities.

Making sure that actions taken under R&I policy are coherent with EU International commitments.



Negotiating and implementing association agreements to Horizon Europe.
Developing and implementing a European framework for Science Diplomacy.
Coordinating the development and implementation of the R&I dimension of the Economic Security Strategy, including research security.
Representing the DG in ERA-related bodies dealing with international aspects.
Organising Joint committee meetings according to S&T cooperation agreements as well as regional policy dialogues such as the EU-AU High Level Policy Dialogue, the Union for the Mediterranean R&I Platform or the EU-ASEAN STI policy dialogue
Supervising and controlling the management of contracts established in the context of the Global Service Facility Framework contract and Euraxess.

WE PROPOSE

A challenging, rewarding and visible position as the Team Leader – R&I dimension of Economic Security and China with the overall aim of ensuring the timely policy development and implementation in the area of the R&I dimension of Economic Security as well as the EU's Research and Innovation cooperation with China.

We are looking for a highly motivated and autonomous colleague with a great sense of responsibility and rigor. He/she will have good organisational and initiative skills, a high resistance to stress and the ability to effectively manage a multitude of varied tasks in a very short time. The position has a strong analytical, policy and coordination dimension.

The successful candidate will manage a motivated team and be responsible for the team's overall performance. The post involves developing and maintaining close working relationship with a wide range of stakeholders: multiple units within DG RTD, other relevant services and EU institutions, EU Member States and third country representatives, as well as other relevant stakeholders' organisations.

WE LOOK FOR

We are looking for a motivated colleague who:

- Demonstrates strong experience of EU research and innovation policy and programmes, including the framework programme.
- Combines proven experience in the field of international research and innovation cooperation, and excellent knowledge of the policies of the Commission in R&I, including in the field of research security. Knowledge of China, experience with China's R&I system and collaboration with China in R&I are essential.
- Has experience in carrying out policy, legal, or scientific analyses and providing advice. This includes liaising with experts/committees, and translating technical analysis into relevant policy, legal, and/or operational measures.
- Has excellent oral and written communication skills to translate complex analytical issues and provide clear, operational solutions to decision makers or implement them through recommendations, reports, briefings, speeches, lines to take etc.
- Has the ability to lead and work as part of a team, to cope with heavy workload and tight deadlines, and a strong sense of individual and collegial responsibility.
- For the execution of her/his duties, fluency in English is essential; knowledge of Chinese would be a strong advantage.
- Holds a relevant university degree in Political Science, Economics or equivalent.



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 RTD-04-ASSIST@ec.europa.eu indicating the selection reference RTD/COM/2025/2501 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/French 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. Candidates are required to undergo a security vetting that is conducted with the national administration of the Member State.

➤ 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(d) of the [Conditions of Employment of Other Servants](#), in function groups AD.**

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.