



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 positions with plenty of opportunities for training and acquiring new skills and competencies throughout your whole career
- Opportunities to try several areas or move between different policy areas in 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.

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.



Policy Officer – Sustainable Financing & Youth

in DG INTPA of the European Commission

Job title: Policy Officer – Sustainable Financing and Youth

Domain: External Relations

Where: Unit G3 - (Youth, Education and Research, Culture), Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 2 weeks from day of publication - 12.00 (noon, Brussels time)

WE ARE

The Directorate General for International Partnerships (INTPA) mission is to contribute – in the context of the European Union's external relations – to sustainable development, the eradication of poverty, peace and the protection of human rights, through international partnerships that uphold and promote European values and interests. It is responsible for designing EU external action policies and for the implementation of the Commission's external action Instruments.

INTPA's Unit G3 is part of Directorate G: Human Development, Migration, Governance and Peace.

The Unit operates as a centre of expertise for cooperation in the areas of Youth, Education and Research, and Culture. The Unit is responsible for coordinating INTPA's work designing and implementing external policies in these areas, identifying and formulating EU actions, and supporting capacity building in EU delegations.

The Unit is working closely with other INTPA services and with other Commission DGs (notably EAC and RTD), the EEAS, EU Member States and other stakeholders to ensure policy coherence and the integration of the external dimension of internal policies.

WE PROPOSE

We would like to expand our youth team with expertise in sustainable and innovative financing to strengthen our work with financial institutions and the private sector. We propose an exciting and dynamic policy role in a unit that is instrumental in mainstreaming youth participation and empowerment and other sectors of the unit across the implementation of the Global Gateway strategy and other INTPA priorities. As a Policy Officer, you will play a key part in implementing the EU Youth Action Plan and driving the youth agenda, ensuring its effective integration across INTPA policies and actions, and contributing to the development and implementation of policies that support youth empowerment, including through developing innovative financial approaches and tools. Your responsibilities will include policy development and implementation, methodological



support to delegations and INTPA units, and contract/programme management, with a focus on ensuring synergies between youth organisations, EU Delegations, and other services in INTPA and the Commission. You will also engage with stakeholders, including International Financial Institutions and the private sector, and oversee flagship projects, all while working closely with youth sounding boards at the global and country levels to amplify the voices of young people and foster meaningful partnerships. This mixed policy and programme role offers a unique opportunity to make a tangible impact on the lives of young people worldwide.

WE LOOK FOR

We are looking for a dedicated professional with at least **3 years of experience** in International Cooperation and Development, ideally with a focus on youth participation and empowerment, and at least **1 year of experience** of financial institutions and financial instruments. The ideal candidate should have a strong background in international relations, coupled with knowledge and experience in the investment and/or sustainable finance sectors. The role requires an individual with a capacity for strategy and policy development, along with expertise in policy analysis, policy implementation and sustainable investments, as well as programme and contract management.

We seek someone with strong analytical and problem-solving skills, able to structure and interpret complex information. The candidate should be an effective communicator, capable of translating technical and specialized information at the strategic level in both written and verbal formats. The ability to work proactively and autonomously, with a keen eye for detail and accuracy, is essential.

The candidate should demonstrate excellent coordination and organizational skills, with the ability to plan and deliver structured work while being flexible and open to new demands. Sociability skills and the ability to work collaboratively with others are crucial.

Proficiency in English at C1 level and French at B2 level is required. The ideal candidate will have experience with international relations, project management in the cooperation field, and a genuine interest in contributing to policy development and implementation of an agenda on skills development in international partnerships.

HOW TO EXPRESS YOUR INTEREST?

With a view to guaranteeing equal access to all, the Commission recruits from an open database of spontaneous applications. The present call for interests aims at helping the recruiters to identify potentially interested candidates within this database.

In practice, to express your interest, please follow the subsequent two steps:

1. If you are not registered yet in the open EPSO database, please do so at the following address: [CAST Permanent](#). Please select under selection procedures for contract agent the CAST permanent profile that best suits your education and experience.



2. 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 INTPA-G3@ec.europa.eu indicating the call for interest reference **EC/2025/INTPA/449307** 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 contract 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 position;
- Produce the appropriate character references as to suitability for the performance of the duties.
- Have passed an EPSO CAST in the relevant Function Group for this position. At the stage of the application, it is sufficient to be registered in the [EPSO CAST](#) data base.

Qualifications:

- (a) Have a level of education which corresponds to completed university studies of at least three 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.

Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU²
- AND have a satisfactory knowledge (minimum level B2)³ of a second official language of the EU, to the extent necessary for the performance of the duties.

➤ What about the selection steps?

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).

³ For details on language levels, please see the Common European Framework of Reference for Languages (<https://europa.eu/europass/cedefop.europa.eu/en/resources/european-language-levels-cefr>).



The selecting unit chooses from the EPSO database⁴ candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best candidates. Due to the large volume of applications that we may receive only candidates selected for the interview 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 a second official language.

⁴ Therefore, candidates who did not pass already a CAST on the level Function Group IV, should register their profile at this [address](#).



2. Recruitment

The candidate selected for recruitment will be requested to provide documentary evidence in support of the statements made in the database and, where relevant, the call for interest.

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 in **Brussels**.

The successful candidate will be engaged as a **contract agent under Article 3(b) of the [Conditions of Employment of Other Servants](#), in function group FG IV**. General information on Contract Agents can be found at this link.

The grade or proposed grade range, as well as the step in that grade, will be defined on the basis of the candidates' previous professional experience, in accordance with [Commission Decision C\(2017\)6760](#) laying down the criteria applicable to classification in step on engagement.

The duration of the **first contract will be 1 year**. Subject to the interest of the service, the contract may be renewed one or more times up to a maximum duration of 6 years.

The duration of the renewal(s) will be defined according to the General Implementing Rules in force at that moment (currently, [Commission Decision C\(2017\)6760](#) on policies for the engagement and use of contract agents).

Contract agents recruited in Function Group IV 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.