



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 of work 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.

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 in Green Transitions

in DG RTD – European Commission

Job title: Policy Officer

Domain: Science and Research

Where: Unit B.1 Green Transitions – Biobased team, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 12.12.2025 - 12.00 (noon, Brussels time)

WE ARE

The mission of the **Directorate-General for Research and Innovation (DG RTD)** is to develop and implement 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.

Unit RTD B.1 sits within the **‘Healthy Planet’ Directorate of RTD** which aims to support and accelerate the needed innovations and transitions of the European Union and its economy with the long-term objective of creating well-balanced prosperity, respecting planetary boundaries and ensuring a healthy planet Earth. This includes the generation of new scientific and technological knowledge and the development and upscaling of innovative technological and systemic solutions. The activities of the Directorate encompass circular economy and bio-based systems; bioeconomy and food systems; climate, biodiversity, environment and Earth observation; and healthy oceans, seas and inland waters.

Unit RTD B.1 ‘Green Transitions’ has specific responsibility for supporting R&I in the areas of circular economy and bio-based systems. This includes initiatives such as the Circular Bio-based Europe Joint Undertaking (CBE JU) and the European Circular Bioeconomy Fund (ECBF). The Unit works closely with other Commission services on key policy initiatives such as the update of the EU Bioeconomy Strategy and the upcoming Circular Economy Act.

The Unit ensures the strategic planning, programming, coordination and communication of the activities of all RTD B units including for the intervention areas of Cluster 6 of Horizon Europe, such as biodiversity and natural resources; agriculture, forestry and rural areas; seas, oceans and inland waters; bioeconomy and food systems. The Unit also supports the cooperation within Directorate B on the key task of ‘feedback to policy’ with Executive Agencies (European Research Executive Agency (REA), European Climate, Infrastructure and Environment Executive Agency (CINEA), etc.) as well as with alignment among Missions, Partnerships, B.1’s own Circular Cities and Regions Initiative, and International cooperation.

The Unit builds bridges across DG RTD, interacting closely with other policy DGs and relevant Executive Agencies; ensures an open and constant dialogue with the Member States, the research community, industrial stakeholders and relevant international partners for maximising synergies

(Reference: Call for interest EC/2025/RTD/366311)



and impact of EU R&I. Key activities include transition analysis, strategic intelligence for policymaking, strategic planning and programming, programme monitoring and evaluation, communication, dissemination and exploitation of results, international cooperation.

WE PROPOSE

We propose a position of policy officer in the unit's bio-based economy team with a focus on supporting RTD's management of the Circular Bio-based Europe Joint Undertaking (CBE JU). This partnership helps mobilise the bio-based industry as well as other relevant partners such as biomass producers, regional authorities and investors in order to accelerate the deployment of bio-based innovation in the EU.

The job includes a diverse range of tasks ranging from inputs to the scoping of the annual work programme, liaising with the CBE JU Programme Office, technical advice related to the scoping of project calls, and the identification of scientific priorities for the future work. The job holder will report to the Team Leader of the unit's Biobased Team and will be expected to support the Head of Unit as well as the Director of the Healthy Planet Directorate who acts as the Joint-Chair of the JU's Governing Board. The job involves frequent interaction with external interlocutors (industry, public authorities, research organisations, investors), participation in public events and missions.

The position will also include support, as needed, to the general activities of the Unit, such as preparations towards the next Horizon Europe Framework Programme and to the other Unit teams namely the Circular Economy, Programming, and Policy and Communications teams.

WE LOOK FOR

We look for a highly motivated, dynamic and friendly colleague with a service-orientated approach. The post requires the ability to provide quick input, strategic intelligence and scientific analysis, and to prepare targeted policy briefings for the hierarchy, as well as contribute to swift and sound responses to stakeholder concerns or political issues.

Excellent oral and written skills in English, allowing for effective communication with all counterparts and partners, as well as the capacity to establish solid collaborative working relations are essential. The successful candidate will also be well organised and capable of working independently, and also be keen and ready to co-create and share with other members of the team.

In addition to a minimum of 5 years work experience, including bioeconomy-related experience, a background, or qualifications, in at least two or a mix of the following fields would be a very strong asset: bio-sciences, bio-technology and engineering, bioeconomy, food technologies and innovation ecosystems, life science, and environmental and agricultural sciences. Experience in EU policy processes and the Commission's internal procedures would be beneficial.



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 RTD-B1-CA-APPLICATIONS@ec.europa.eu indicating the call for interest reference EC/2025/RTD/366311 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.

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>).



➤ **What about the selection steps?**

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.

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).

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



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.