



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.



Schengen Evaluator – Visa policy

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

Selection reference: HOME/COM/2025/2349

Domain: Migration and Home Affairs

Where: Unit HOME.B.2 – Schengen Governance, Brussels

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

Grade range: AD5-7

Publication deadline: 20.11.2025 - 12.00 (Brussels time)

WE ARE

The Schengen Governance Unit leads on the work underpinning the governance of the Schengen area, protecting the application of the Schengen cooperation framework, and promoting its further development. The Schengen area without controls at internal borders is an emblematic achievement of European integration. Since its foundations were laid in 1985, it has changed the daily reality of hundreds of millions of people. The Schengen project has torn down barriers, brought people closer together and strengthened European economies. The Unit is also responsible for the enlargement of the Schengen area.

The Unit gives strategic and operational steer to the Schengen evaluation and monitoring mechanism, which evaluates the application of the Schengen framework and ensures effective implementation of the structural reforms to remedy the deficiencies identified in all Member States and Schengen associated countries. This mechanism covers among others the areas of Schengen external borders and internal security.

The Unit is also responsible for the annual report of the State of the Schengen area, which lies at the heart of the Schengen governance cycle. The report, underpinned by the Schengen Barometer+ and the Schengen Scoreboard, presents a strategic and integrated assessment of the overall health of the Schengen area, as well as thematic and country-specific priorities ahead. The report is presented to the European Parliament and to the Member States in the 'Schengen Council', so the political ownership and follow-up is ensured.

WE PROPOSE

The Schengen Governance Unit is seeking to hire one person to work in the Schengen evaluation sector which is responsible to coordinate and implement the Schengen evaluation and monitoring mechanism. As part of a team of Schengen country coordinators, the position consists of the responsibility to lead one or more large teams of senior experts from Commission, Member State and agencies comprehensively evaluating a national Schengen system and its contribution to a



well-functioning Schengen area, including through on-site visits. The new colleague will be responsible for the timely adoption of the Schengen country report and ensuring the necessary monitoring of implementation. Specifically, you will take the lead in evaluating and monitoring the implementation of the common Schengen visa policy by the Schengen States. This will involve conducting frequent and extended missions to Schengen States and their consular representations in third countries. Your responsibilities will also include the training, selection, and management of teams composed of visa experts from the Commission, Member States, and EU agencies.

Working closely with the Schengen cycle sector in the same Unit, you will actively contribute to the preparation of the State of Schengen report, the Schengen Barometer+ and the Schengen Scoreboards to ensure that the operational findings are adequately reflected in the political Schengen governance cycle and the broader policy implementation and development.

We are a highly motivated and dynamic team at the heart of a free and secure Schengen. You will work very closely with a wide range of DG HOME policy, financial and operational units, the Secretariat-General, the Legal Service and DG JUST, as well as with the European Parliament, the Council, Union agencies and Member States.

WE LOOK FOR

We are looking for a colleague with proven experience in leading and coordinating diverse teams of senior experts from Member States and EU Agencies. The ideal candidate will be highly motivated, reliable, and demonstrates a strong sense of initiative, sound judgement and responsibility. Leading Schengen country teams requires excellent practical and organisational abilities, combined with strong leadership and diplomatic skills, coupled with a strong sense of integrity and high ethical standards. The ability to navigate sensitive political contexts, work effectively in challenging environments, and represent the Commission with professionalism are essential.

The position also requires strong analytical and drafting skills, including the ability to prepare clear and comprehensive reports assessing the implementation of the visa policy and its implications for the functioning of the Schengen area, and to translate these findings into strategic, actionable, and policy-relevant recommendations. In view of the need for close and regular engagement with Member States to ensure that identified shortcomings are effectively addressed, practical experience in liaising with consular authorities and visa officers is considered an essential asset.

Candidates should have both in-depth and operational knowledge as well as significant practical experience of at least one year with Schengen evaluations and monitoring in the area of the common visa policy. Professional experience and expertise of at least two years in the Schengen framework, the Schengen visa policy, and its related IT systems, as well as an understanding of their interconnections within the broader Schengen architecture, is required. You are a certified Schengen evaluator and have successfully completed a hostile environment awareness training to travel to third countries with a sometimes challenging environment. Sound knowledge of the EU and Schengen interinstitutional and inter-agency framework is a substantial asset. The selected candidate should have an excellent oral and written command of English, knowledge of other EU languages would be an asset.

Given that Schengen evaluations related to visa policy are conducted in third countries, the position requires availability for extensive and demanding missions within and outside the Schengen area.



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-B2-HR@ec.europa.eu indicating the selection reference HOME/COM/2025/2349 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.**

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.