



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.



Policy Officer– Desk Officer for compliance and science issues in the Mediterranean and the Black Sea

Directorate-General for Maritime Affairs and Fisheries (DG MARE) of the European Commission

Selection reference: MARE/COM/2025/2777

Domain*: Fisheries and Maritime Affairs

Where: DG MARE.D.1 – „Fisheries Management Mediterranean and Black Sea“, Brussels

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

Grade range: AD5-7

Publication deadline: 03.12.2025 - 12.00 (Brussels time)

WE ARE

DG Maritime Affairs and Fisheries (DG MARE) aims to develop the potential of the European maritime economy and to secure sustainable fisheries, a stable supply of seafood, healthy seas and prosperous coastal communities – for today's Europeans and for future generations. This involves among other things formulating, developing and implementing the Common Fisheries Policy – the cornerstone of our actions for a sustainable exploitation of fisheries resources; and promoting an integrated approach to all maritime policies. The DG has around 380 staff, distributed over 5 Directorates and 21 Units.

The wide variety of responsibilities creates an interesting and challenging working environment. Hierarchical circuits are short, and working efforts translate into tangible results with a direct impact on the ground and on stakeholders.

Within the Directorate General for maritime affairs and fisheries, Unit.D1 contributes towards sustainable fisheries for the Mediterranean and Black Sea. This includes the definition, development and implementation of a science-based and regionalised approach under the Common Fisheries Policy aiming at a sustainable exploitation of fisheries resources, the support of livelihood of fishermen and coastal communities and the minimising of impacts on the marine environment. It also manages the relations in the domain of fisheries with all riparian States of the Mediterranean and the Black Sea which are not members of the European Union at bilateral and at multilateral level through the Association Agreements and the General Fisheries Commission for the Mediterranean (GFCM).

The Unit is part of Directorate D "Fisheries Policy Mediterranean and Black Sea" and consists of 13 colleagues.



WE PROPOSE

DG MARE.D.1 is seeking to hire one desk officer to lead implementation work on the European Ocean Pact in regional context of the Mediterranean and the Black Sea. This entails implementation of the Ocean Pact in EU external context, more specifically in GFCM context. The job holder will need to lead the GFCM work on control, with a view to level playing and fight against IUU. They would need to work on a daily basis with science, as a basis for policy and legal contributions. In addition, the successful candidate will coordinate in the unit all files concerning the Black Sea, in terms of bilateral relations between the EU and its two Member States in the region (desk officer for Bulgaria and Romania), work in the region by other MARE units and other Commission services, and represent the European Commission in the Black Sea Advisory Council (BLSAC). The successful candidate will, in addition, be the desk officer for Greece, and be in charge of the unit's relations with Turkey (contact point for Turkey, including on the enlargement file). Last, the successful candidate will be responsible for the aquaculture file in the GFCM context.

The job involves the following tasks:

- Elaborate and contribute toward the definition of EU policies concerning fisheries management and fishery resources conservation, including fisheries control and compliance, and fight against IUU fishing activities, and fisheries and marine environment interactions such as sensitive species and bycatch, i.e. harbour porpoises, sturgeons.
- Draft technical legal fisheries and aquaculture plans at EU and at the GFCM, including fisheries multiannual management plans and design of new measures; draft strategies on Non-Indigenous Species (NIS), monitoring/control surveillance measures, such as International joint inspection schemes.
- Contribute to the improvement of the scientific advice and fisheries science.
- Participate in negotiations within Regional Fisheries Organisations and third countries.
- Follow closely national fisheries policies in Bulgaria, Romania and Greece.

WE LOOK FOR

We are looking for a dynamic and well-organised candidate with a strong motivation to work on the implementation of the European Ocean Pact in international context, namely in the geopolitically complex Mediterranean and Black Seas. Applicants must be capable of leading a team and working independently, are expected to show a high sense of initiative and responsibility, to have strong analytical and negotiation skills and the ability to deal with complex scientific issues. The candidate must equally possess good political judgement, an understanding for sensitive geopolitics, plus excellent organisational and interpersonal skills, since close cooperation and co-ordination with colleagues in charge of related files across the DG and with other services is essential. The successful candidate will also have a strong experience in and understanding for marine conservation, fisheries compliance and control policies and legal frameworks, including international inspection schemes, Control Regulation, IUU and SMEFF Regulations, trade policy, and law. The official should have a very good knowledge of English and have a good knowledge of other EU languages.



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 Milena.MIHAYLOVA@ec.europa.eu indicating the selection reference MARE/COM/2025/2777 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)/2(d) 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.