



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.



HRM ASSISTANT – LEAVE MANAGER (GECO)

Directorate-General Human Resources and Security (DG HR)

of the European Commission

Selection reference: HR/COM/2025/2620-2658

Domain*: HUMAN RESOURCES

Where: Unit HR.D.1.001 – Working Conditions, Brussels

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

Grade range: AST 1-3

Publication deadline: 22.12.2025 – 12.00 (Brussels time)

WE ARE

We are the Human resources Directorate-General, whose mission is to establish and implement the policies on human resources (recruitment, policy, training, career management, social policies and occupational health, working conditions and security) for the Commission staff.

Within the Directorate-General, unit HR.D.1, the Working Conditions and Wellbeing Coordination unit, is responsible for managing all aspects related to working conditions and time management, as well as developing, implementing, and coordinating the well-being policy. Our unit comprises about 60 staff divided in two sectors. The Working Conditions sector brings together all the Commission leave Managers (GECOs) in a good and dynamic working atmosphere.

Our aim is to cultivate a qualitative contact with our stakeholders (staff, managers, HR correspondents), to answer their requests related to working conditions and time management, in a way as respective as possible of their needs in the framework of the rules in application.

WE PROPOSE

Unit HR.D.1 of DG Human Resources is **seeking to hire two HRM Assistants – Leave Managers (GECO)**.

The advertised posts are in the Working conditions sector which regroups all leave managers (GECOs). As leave manager, you will work in a friendly and dynamic working environment. Besides the numerous contacts with our stakeholders (staff members, line managers, HR correspondents of the DGs), the tasks are various and mentally stimulating, ranging from relatively simple to very complex issues.

The subjects dealt with relate to working time such as flexitime, leave and absences, telework or work patterns, who are linked to the whole range of personal events of the staff's lives, from birth to funerals, that must be dealt with respect, humanism, discretion and professionalism.



We provide extensive support and training for newcomers to the team, who are welcome to contribute by their new fresh eye to the continuous improvement of our rules and internal procedures.

WE LOOK FOR

We are **looking for two highly motivated colleagues** who appreciate teamwork, are willing to invest in learning and have the following skills:

- excellent interpersonal skills, including in interacting with difficult people or colleagues in distress; sense of accuracy and attention to detail.
- A proven ability to manage a high workload with multiple urgencies and priorities while respecting deadlines and priorities.
- A very good sense of initiative, flexibility and ability to work in a team.
- Good analytical and reasoning skills, including the ability to understand legal texts.
- Good drafting skills, notably to draft concise and clear notes and reports.
- Very good listening skills, sense of diplomacy and discretion when dealing with personnel files.
- Good presentation skills, e.g. to give occasional presentations to our client DGs on the Working Condition rules.
- Ability to work in English and French.
- Background and experience in HR in the Commission, in the Working Conditions and Time management domain, as well as proficiency in Sysper2 "TIM" are an asset.



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 **HR-MAIL-D1@ec.europa.eu** indicating the selection reference **HR/COM/2025/2620-2658** in the subject.

No applications will be accepted after the publication deadline.



ANNEX

- **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 post-secondary education attested by a diploma, or
- a level of secondary education attested by a diploma giving access to post-secondary education, and appropriate professional experience of at least three years.

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 English
- AND a satisfactory knowledge (minimum level B2) in French, 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.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority². If these candidates do not best fit the requirements for the position, the Commission can recruit a temporary agent.

² Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



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 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.

➤ 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 group AST.**



➤ **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.