



## **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 Sweden<sup>1</sup>. 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](https://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](#)

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<sup>1</sup> Please note that the list of underrepresented Member States may be subject to future amendment based on potential data changes over time.



# External Auditor

## Directorate-General Regional and Urban Policy (DG REGIO) of the European Commission

**Selection reference:** REGIO/COM/2025/2789

**Domain\*:** Cohesion Policy, External audit

**Where:** Unit EMPL.REGIO.DAC.3, Audit III, Brussels

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

**Grade range:** AD5-7

**Publication deadline:** 15.01.2026 - 12.00 (Brussels time)

### WE ARE

The Directorate General for Employment, Social Affairs and Inclusion (EMPL) and the Directorate-General for Regional and Urban Policy (REGIO) have created a Joint Audit Directorate for Cohesion (hereafter DAC, standing for 'Direction d'Audit de la Cohésion', in French) by merging their operational and coordination audit units into one entity.

The successful candidate will be part of this DAC Directorate. Unit DAC3, to which the successful candidate chosen will be assigned, is in charge of auditing European Structural and Investment Funds (ESIF- European Social Fund (ESF), Fund for European Aid to the Most Deprived (FEAD), European Regional Development Fund (ERDF) and Cohesion Fund (CF)) in the Member States of Germany, Austria, Lithuania, Netherlands and Belgium. The mission of the DAC audit units is to contribute to the declaration of assurance of the Authorising Officers by Delegation (AOD) of EMPL and REGIO: that they have reasonable assurance that the resources assigned under their responsibility (mainly ESIF) have been used for their intended purpose and in accordance with the principles of sound financial management, and that the control procedures put in place give the necessary guarantees concerning the legality and regularity of the underlying transactions. To achieve their mission, the DAC audit units ensure that

- (1) Member States have set up the required management and control systems for the implementation of their ESIF operational programmes;
- (2) these control systems ensure the legality and regularity of expenditure declared to the Commission; and
- (3) corrective measures address deficiencies in the management and control systems, including financial corrections to bring the cumulative residual risk of each programme under the materiality level of 2%.

More specifically, the DAC audit units:

- provide quality audit services in an independent and objective manner, based on high professional standards;



- coordinate with the audit units of other Commission services and audit authorities of the Member States for the audit strategy; and planning and the performance of audit missions;
- deliver an annual audit assessment for each operational programme, covering both annual accounts and legality; and regularity of the expenditure declared by Member States to the Commission.
- contribute to the implementation of a strict policy of warnings / interruptions / pre-suspensions to protect the EU budget.

## **WE PROPOSE**

A post of External Auditor for the audit of the European Structural and Investment Funds' (specifically ESF/YEI/FEAD/ERDF/ CF) operational programmes in the Member States. Work consists of:

- a) providing assurance that required management and control systems for the implementation of the ESIF programmes are functioning properly; follow-up of the conclusions from national audits;
- b) supporting the geographical desks of EMPL and REGIO with the relevant audit expertise;
- c) accompanying other auditors in Member States for which he/she is not principally in charge of.

The candidate will be required to carry out approximately 3-5 audit missions per year. Missions may be on-the-spot or remote.

## **WE LOOK FOR**

We look for a motivated colleague who will contribute with a relevant expertise to the work of the unit. The candidate should have a solid professional experience in audit, financial management, programme management or legal experience. He/she should also demonstrate a good understanding of audit and/or implementation of the Cohesions Funds, both on the EU and the Member State national authorities' level. Excellent knowledge of English and very good analytical and drafting skills are essential. Proficiency in German and/or Lithuanian would be an asset to the unit, knowledge of French is an additional plus.

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## HOW TO EXPRESS YOUR INTEREST?

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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 [EC-DAC3-SECRETARIAT@ec.europa.eu](mailto:EC-DAC3-SECRETARIAT@ec.europa.eu) indicating the selection reference REGIO/COM/2025/2789 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 EU<sup>2</sup>
- 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.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority<sup>3</sup>. If these candidates do not best fit the requirements for the position, the Commission can recruit a temporary agent.

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<sup>2</sup> 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).



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 group AD.**

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<sup>3</sup> 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 **1<sup>st</sup> 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.