



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.



TEAM LEADER – STAKEHOLDER COMMUNICATION AND OUTREACH STRATEGY

Directorate-General for Communications Networks, Content and Technology (DG CNECT) of the European Commission

Selection reference: CNECT/COM/2025/2872

Domain: Information Technology

Where: Unit CNECT.A.2 – “Artificial Intelligence Regulation and Compliance”, Brussels

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

Grade range: AD5-7

Publication deadline: 15/01/2026 - 12.00 (Brussels time)

WE ARE

Unit CNECT.A.2 "Artificial Intelligence Regulation and Compliance" coordinates the regulatory approach to facilitate the uniform application and enforcement of the AI Act across the Union. It coordinates the preparation and adoption of implementing legislation, guidance and other horizontal non-legislative acts, and provides the Secretariat to the AI Board of Member States. It collaborates with relevant bodies responsible under sectoral legislation and monitors the establishment of relevant national authorities while facilitating information exchange. It manages the review of Annex III of the AI Act and the implementation of rules on prohibitions. It coordinates the relevant databases and reporting. It develops the copyright approach (together with Directorate I) and contributes to investigations and possible infringements. It administers sanctions. The unit manages the AI Pact and supports the standardisation process. In close collaboration with the Director, it coordinates the administration of the human and financial resources of the AI Office and contributes to the international outreach, including following the work of the OECD and the Council of Europe.

WE PROPOSE

Unit CNECT.A.2 is looking for a Team Leader – Stakeholder Communication and Outreach Strategy.

The Team Leader will:

- Lead and supervise a team of policy communication officers and experts implementing the AI Office's stakeholder communication and outreach strategy.
- Define, prepare, implement and update the external and internal communication strategy for the



EU AI Office.

- Ensure high-quality communication materials and initiatives related to the six units' policy workstreams.
- Initiate, prepare, coordinate and approve stakeholder communication materials and briefings.
- Advise the Director and manage the stakeholder communication activities, including media and podcast interviews and social media engagement.
- Initiate social media and community engagement, including specific communication activities towards the AI Office's main stakeholders, the Member States, EU institutions, industry, press, academia and the wider public; develop, implement and evaluate campaigns (including text, video and visuals/infographics) across the AI Office's webpages.
- Support the units and the directorate in managing major events (such as the Apply AI Annual Conference) including workshops and conferences.
- Contribute to the AI Office's international activities in their communication dimension, including the organisation of international AI Summits.
- Represent the AI Office in high-level events (including seminars, webinars and workshops) and expert groups within the Commission, other EU institutions and agencies, and at EU and international level, in particular regarding the legal, policy, and sectorial activities of the AI Office.
- Monitor policy developments and define and coordinate the strategic direction of the AI Office's communication work, in particular regarding the implementation of the AI Act, the AI Continent and Apply AI Strategy, the promotion of AI research and excellence projects, AI in health and life sciences, AI for good initiatives.
- Coordinate the AI Office's relations with the CNECT Communication team and the EC's Spokesperson's Service.

WE LOOK FOR

We are looking for a dynamic, responsible and creative person with a strong motivation and interest in developing, promoting and supporting the implementation of the EU's Artificial Intelligence policy in an area that is a key political priority for the Commission.

The successful candidate should have excellent interpersonal and leadership skills. We seek a team player with a proactive, hands-on approach who can lead and supervise a team of policy officers and stakeholder communication experts, and who can develop convincing strategies, initiatives and solutions rapidly, even under pressure.

Required Professional Experience

The successful candidate must demonstrate a strong focus on Artificial Intelligence or related digital technologies and possess:

- A minimum of 5 years of proven communication and digital policy expertise, including substantial experience in drafting communication strategies and running communication campaigns, producing press and communication materials, and organising and moderating events, workshops and seminars/webinars, both in person and online.
- A minimum of 5 years of proven experience speaking on behalf of a public institution.
- A minimum of 5 years representing organisations at high-level events and engaging with senior stakeholders.
- Demonstrated experience (minimum 5 years) in professional communication or journalism.
- Demonstrated experience (minimum 5 years) in communicating digital topics, in particular the AI Act, AI policies and other digital legislation and policy areas.
- Experience in interinstitutional relations, negotiations on digital policy, and international affairs is



a strong asset.

- Experience in leading policy or communication teams, or coordinating multi-stakeholder projects in an EU institutional, regulatory, or international environment, is a strong asset.

Required Skills and Competencies

The candidate should have:

- A deep and comprehensive understanding of EU digital policies and other relevant EU or international policy frameworks in related areas.
- Strong strategic planning abilities combined with proven experience in effective team management.
- A robust understanding of the European and international media ecosystem – across both general and specialised outlets – as well as the key stakeholders in the AI and digital sectors.
- Strong stakeholder engagement skills, including coordination across legal, policy, and technical domains.
- Excellent reasoning, analytical, prioritising, and drafting abilities.
- Proven experience in managing external contractors and overseeing large stakeholder projects.
- Strong communication and negotiation skills, including experience representing in high-level forums.
- The ability to work collaboratively in a multicultural, multidisciplinary environment under time pressure.
- A very good command of English; knowledge of other EU languages is an advantage.
- Previous experience in or with EU institutions is an advantage.

Minimum Qualifications

- Master's degree in communication or journalism.
- A minimum of 5 years of post-qualification in journalism and communication experience, including at least 4 years in a leadership or team coordination role.
- Proven experience in managing staff or complex communication projects within an EU institution, regulatory body, or international organisation is highly desirable.

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 cnect-a2@ec.europa.eu indicating the selection reference CNECT/COM/2025/2872 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.**

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.