



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

Directorate-General Health and Food Safety (DG SANTE) of the European Commission

Selection reference: SANTE/COM/2025/1970

Domain: European Policy

Where: SANTE.D.3. – “Medical Devices”, Brussels

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

Grade range: AD5-7

Publication deadline: 07/01/2026 – 12.00 (Midday, Brussels time)

WE ARE

The Directorate-General for Health and Food Safety (DG SANTE) aims to deliver to Europeans the peace of mind that comes with access to healthcare, safe food to eat and protection against epidemics and diseases. Our goal is to build and maintain Europe’s high standards on food and feed safety, food sustainability, animal and plant health, as well as the most affordable, accessible and high-quality health systems to deliver on these expectations.

Unit D3 “Medical devices” is in charge of the development and the implementation of the regulatory framework for medical devices, with the aim to ensure a high level of human health and patient safety and to favour the competitiveness of these sectors.

Two regulations adopted in 2017 by the European Parliament and the Council provide a comprehensive review of the previous system based on Directives and are intended to improve the safety of medical devices for EU citizens, while creating the conditions to modernise the sector and to consolidate the EU’s role as a global leader in the field. In the last years the Regulations have been amended to extend the transitional provisions and are currently under evaluation in line with Better Regulation requirements.

The unit is a supportive and motivated team of more than 20 colleagues that promotes a culture of mutual appreciation and teamwork.

WE PROPOSE

Unit SANTE.D.3 is seeking to hire one Policy officer

We propose a position of Policy officer with a technical background enabling him/her to work on the medical devices legislation.

The job holder will be part of a broader team of policy officers, tasked with the technical, regulatory and policy support to the Unit.

S/He will be expected to provide advice in the area of medical devices and in vitro diagnostics and



contribute to the formulation and implementation of policy and legislation in the same area.

The tasks will in particular focus on providing technical and policy advice in the areas of in-vitro diagnostic medical devices, including its interface with pharmaceutical legislation.

The successful candidate will also be responsible to support the Unit in the management of contacts and funding mechanisms related to the implementation of the regulatory framework and the policy activities of the Unit and contribute to the policy cycle of the EU decision making, in particular in the area of evaluation or legislation and monitoring implementation.

Her/his tasks will encompass:

- Providing technical, regulatory and policy advice to colleagues in the area of medical devices with a particular focus on in vitro diagnostics medical devices and its interphase with pharmaceutical legislation.
- Ensuring the effective implementation and monitoring of the medical devices and in vitro diagnostics legislation, in line with better regulation requirements.
- Developing policies and legislation in the area of medical devices and in vitro diagnostics, including development of guidance documents.
- Organising, participating to and on occasions chairing committees/expert groups with experts from national authorities and stakeholders.
- Developing the terms of reference and managing the implementation of projects under the funding programs.
- Facilitating exchanges between Member States, ensuring the relations with multiple stakeholders.
- Representing the Unit vis a vis other Commission and Institution's services

WE LOOK FOR

We are looking for a policy officer with at least 3 years of experience, offering in particular:

- excellent knowledge of the medical devices and in vitro diagnostics sector and legislative framework, in particular in the area of in-vitro diagnostics medical devices and its interface with pharmaceutical legislation;
- experience in working with national experts and stakeholders on complex technical documents in the medical devices sector;
- experience in policy making, including in applying better regulation requirements, drafting policy papers, briefings, technical guidance documents and EU legislation.
- experience in managing EU funded projects; knowledge of EU financial rules, in particular on public procurement and grants;
- excellent writing and communication skills;
- excellent interpersonal skills and strong team spirit;
- a strong motivation and capacity to work within tight deadlines and shifting priorities;
- proficiency in English and fluency in French, proficiency in German and/or any additional EU languages is 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 SANTE-HR-PUBLICATIONS@ec.europa.eu indicating the selection reference **SANTE/COM/2025/1970 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, 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.