



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 Environment (DG ENV) of the European Commission

Selection reference: ENV/COM/2025/2295

Domain: Environment

Where: Unit ENV.B.4 – „Sustainable Products“, Brussels

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

Grade range: AD5-7

Publication deadline: 06/01/2026 – 12.00 (Brussels time)

WE ARE

DG Environment, Directorate B “Competitive Circular Economy & Clean Industrial Policy” - Unit B.4 “Sustainable Products”.

Directorate ENV.B is in charge of supporting the transformation of the European economy into a Circular and Green Economy. Unit ENV.B.4 “Sustainable Products” is a dynamic team of colleagues aiming at making products more sustainable, thereby contributing to the objectives of the Clean Industrial Deal (CID).

Head of our unit is coordinating the implementation of the Ecodesign for Sustainable Products Regulation (ESPR), on which we work together with DG ENER and DG GROW. The ESPR has replaced the old Ecodesign Directive, applying its approach to a far wider range of products, using wider circularity criteria, allowing for mandatory Green Public Procurement criteria and preventing the destruction of unsold durable goods. We are directly responsible for a number of products, such as textiles, imaging equipment or washing and drying machines, and for horizontal acts on the reparability and on recyclability, and for the prevention of destruction of unsold consumer products.

The unit is also contributing to advancing sustainable production and consumption by developing, together with the Joint Research Centre (JRC), the environmental footprint methods for assessing environmental performance of products and organisations over their life cycle. And we are responsible for the proposal on Green Claims Directive and for the implementation of the EU Ecolabel Regulation, which rewards the best-in-class products on the EU market, as well as of the EMAS Regulation to assist companies and organisations in improving their environmental performance.

WE PROPOSE

Unit B.4 of DG ENV is seeking to hire one experienced policy officer to reinforce our unit.

The jobholder will work on the development of the sustainable products policy and implementation of Ecodesign for Sustainable Products Regulation (ESPR), and in particular on the prevention of destruction of unsold consumer products, on ecodesign requirements on textiles and on imaging



equipment, supporting also colleagues on product circularity and on the taxonomy of green investments.

The position will consist of:

- Preparation and drafting of new implementing and delegated acts regulating products.
- Responsibility for the preparation and implementation of some product-specific or horizontal ecodesign measures, including policy analysis, impact assessments, contribution to evaluations and reports. This may include preparing tenders and contracts.
- Responsibility for the implementation of ESPR provisions on the prevention of destruction of unsold consumer products, including policy analysis, consultation of stakeholders, contribution to evaluations and reports. This may include preparing tenders and contracts.
- Ensuring consistency with other initiatives relevant for sustainable products, in particular on product circularity, including reparability, and on the taxonomy of green investments. This may include the participation in interservice groups and consultations, contribution to evaluations and reports.
- Representing the Commission in external meetings with Member States and stakeholders.

The jobholder will work closely as a team-player with the other members of the unit and also with various colleagues in DG ENV and other DGs, in particular in DG GROW, DG ENER and the JRC (Joint Research Centre).

WE LOOK FOR

We are looking for a very motivated and pro-active colleague. The ideal candidate should have:

- A technical/scientific background (e.g. engineering or environment).
- At least 3 years of professional experience in EU policy development and policy implementation as well as in work related to evaluation and impact assessment in the areas of the job tasks.
- Previous experience in preparing implementing / delegated acts, including in relations with stakeholders.
- A thorough understanding of the sustainable products policy, in particular on links with waste management policy, waste recycling, consumer protection policy and labelling, investment needs related to product policy implementation.

Experience in a national administration would be a strong asset, in particular in relation to the implementation of EU environment or product policy.

The ideal candidate should also:

- Be able to synthesize information, quickly grasping technical issues and translate them into policy relevant analysis.
- Have excellent drafting and communication skills in English - both orally and in writing.
- Perform his/her tasks keeping on top of mind the overall quality of the work provided, the respect of the deadlines and the excellent working atmosphere between colleagues.
- Have very good interpersonal skills and the ability to maintain and further develop constructive



relations with colleagues internally and externally.

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

[**ENV-PRODUCT-POLICY@ec.europa.eu**](mailto:ENV-PRODUCT-POLICY@ec.europa.eu)

indicating the selection reference **ENV/COM/2025/2295** 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 group 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.