



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- Political criteria, governance and reforms

Directorate-General Enlargement and Eastern Neighbourhood (DG ENEST) of the European Commission

Selection reference: ENEST/COM/2025/2810

Domain*: EU Neighbourhood

Where: Unit C2 - „Moldova“, Brussels

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

Grade range: AD5-AD7

Publication deadline: 30.01.2026 - 12.00 (Brussels time)

WE ARE

The Directorate-General for Neighbourhood Policy and Enlargement Negotiations (DG ENEST) leads on the EU's neighbourhood and enlargement policies and works closely with the EEAS, the line DGs and the International Financial Institutions. By implementing funding actions in Europe's eastern neighbourhood, DG ENEST supports reform and democratic consolidation, and strengthens the prosperity, stability and security around Europe. In the enlargement area, DG ENEST assists those countries with a perspective to join the EU in meeting the criteria defined by the Treaty of European Union and the European Council. The DG manages the bilateral relations of the Union with candidate and potential candidate countries on their path to the EU, frontloading reforms on rule of law, economic governance and public administration reform. Our efforts are in the political spotlight within the Commission, Europe and internationally, and have acquired their position at the core of the new Commission's political priorities due to an evolving geopolitical and geo-economic context.

The mission of Directorate C is to contribute to the implementation of the EU cooperation frameworks in the Eastern Neighbourhood, through the design of assistance and the mobilisation of Commission instruments and resources, notably in order to project EU values and policies in this region. It assists countries with a perspective to join the EU and contributes to developing the EU's special relationship with its neighbouring countries in the East, with a view to improving conditions for a sustainable economic, social and environmental development, promoting democracy, the rule of law, good governance and the respect of human rights. In this context, the Directorate supervises and guides the implementation of financial assistance by the EU Delegations under devolved management



and implements multi-country or regional programmes. Within this directorate, Unit ENEST.C.2 'Moldova' manages the accession process and bilateral relations with the Republic of Moldova, including implementation of the Association Agreement / DCFTA. The unit plays a key role in fostering closer ties between the EU and Moldova across a broad range of policy areas. The unit monitors the reform processes in the country, prepares annual reports, and represents the Commission in Council working groups and other fora. Its responsibilities also include programming and steering EU financial assistance, with a particular focus on the implementation of the Growth Plan for Moldova. In addition, the Unit hosts the Security and Migration Hub of DG ENEST, which provides strategic policy support coordinating DG ENEST-wide policy objectives in these fields.

Unit ENEST.C.2 is composed of 26 staff based in Brussels and works in close cooperation with the EU Delegation in Chişinău.

WE PROPOSE

We propose an interesting and challenging position of Policy Officer – Political criteria, governance and reforms in a dynamic and motivated team in a complex political environment, requiring a high degree of responsiveness, pro-activity and oversight. The chosen candidate will monitor political and policy developments in Moldova, coordinate and contribute to briefing requests, speeches and policy notes, will liaise with internal Commission services, the European External Action Service (EEAS), EU Delegations, and external stakeholders as well as represent DG ENEST and/or the Commission in meetings.

The DG values and promotes cross-sectoral work. The jobholder may therefore be called to contribute to various tasks and projects in line with the needs of the unit, the directorate or the DG, as guided by the DG's political priorities.

WE LOOK FOR

We look for a results-oriented, proactive and motivated colleague, with professional experience in the enlargement and external relations field. The ideal candidate should have: at least 5 years of professional experience in EU external relations with a focus on the Eastern Neighbourhood and accession-related processes, and solid knowledge and experience of governance, political criteria and fundamental reforms, ideally in Moldova, as well as geo-political challenges. Additionally the successful candidate should have strong analytical skills, excellent drafting skills, and excellent organisational and inter-personal



skills. Familiarity with *acquis* alignment processes would also be considered an asset. The position requires written and oral fluency in English. Some knowledge of French would be 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 ENEST-C2@ec.europa.eu indicating the selection reference COM/2025/2810 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.

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).



➤ **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 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 a second official 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 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.