



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 positions 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. 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](#)



Policy Officer

in DG MENA of the European Commission

Job title: Policy Officer

Domain: External Relations

Where: Unit MENA B1 – Middle East: Lebanon, Jordan, Syria, Iraq and Iran – Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 10.2.2026 – 12.00 (noon, Brussels time)

WE ARE

The Directorate-General for the Middle East, North Africa and the Gulf (DG MENA) was created to strengthen EU partnerships with the Mediterranean as well as the Gulf countries. DG MENA is the entry point of the Commission for all countries in these three regions and aims to develop strong partnerships with these countries based on mutual interest, to ensure common sustainable prosperity and resilience. To achieve this, it brings together different strands of work within the Commission and supports partner countries with the technical and financial instruments of the European Union. We work together with the European External Action Service and with line DGs in charge of thematic priorities within the Commission.

Within MENA, Directorate B is in charge of designing the Commission offer to the countries of the Middle East, in terms of EU policies, instruments and resources, contributing to the implementation of an overall EU Neighbourhood Policy (ENP) in this region. It contributes to developing the EU's special relationship with its neighbouring countries in the South, 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, as well as assisting conflict prevention and crisis management.

MENA B1 is responsible for the bilateral relations with Iraq, Iran, Jordan, Lebanon and Syria. This encompasses a wide range of cooperation sectors, including economic and green development, people-to-people cooperation, as well as migration and mobility issues.

WE PROPOSE

A challenging position in a friendly, diverse and dynamic team offering exciting learning opportunities.

A multifaceted role requiring a high degree of political savvy, responsiveness, proactivity and commitment;



A fast-paced and exciting job as policy officer in the Middle East region responsible for

- coordinating EU financial assistance, trade, economic cooperation and political dialogue with country stakeholders;
- providing horizontal support to the Unit for identification and analysis of investments with a regional connectivity dimension, as well as the preparation and monitoring of programmes supported under the Neighbourhood Investment Platform and the European Fund for Sustainable Development Plus (EFSD+);

The role involves field missions to countries of the Middle East.

WE LOOK FOR

A highly motivated colleague with the following profile:

- Economic background
- Experience in the Middle East region, and the political and policy context for EU cooperation in the region; experience in Iraq would be an asset
- Experience in EU external co-operation, ideally with experience in designing and implementing cooperation programs in EU Delegations
- Experience in the use and mobilization of Financial Instruments in support to investments, including EFSD+
- Experience in issues related to investments, connectivity, climate, energy and water
- Proven representational and negotiations skills
- Capacity to ensure high quality, speed and accuracy in performing a diversity of tasks in a complex, multicultural environment
- Good communication skills to interact with partners at various levels
- Resilience to stress and capacity to deal with unforeseen urgent issues with a high profile
- Sense of initiative and sound judgement
- Ability to operate fluently in English (both orally and in writing). A working knowledge of French and Arabic would be assets

HOW TO EXPRESS YOUR INTEREST?

With a view to guaranteeing equal access to all, the Commission recruits from an open database of spontaneous applications. The present call for interests aims at helping the recruiters to identify potentially interested candidates within this database.

In practice, to express your interest, please follow the subsequent two steps:

1. If you are not registered yet in the open EPSO database, please do so at the following address: [CAST Permanent](#). Please select under selection procedures for contract agent the CAST permanent profile that best suits your education and experience.
2. 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 MENA-B1@ec.europa.eu indicating the call for interest reference EC/2026/MENA/469590 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 contract 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 position;
- Produce the appropriate character references as to suitability for the performance of the duties.
- Have passed an EPSO CAST in the relevant Function Group for this position. At the stage of the application, it is sufficient to be registered in the [EPSO CAST](#) data base.

Qualifications:

Have a level of education which corresponds to completed university studies of at least three 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.

Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU¹
- AND have a satisfactory knowledge (minimum level B2)² of a second official language of the EU, to the extent necessary for the performance of the duties.

¹ 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).

² For details on language levels, please see the Common European Framework of Reference for Languages (<https://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>).



➤ **What about the selection steps?**

The selecting unit chooses from [the EPSO database](#)³ candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best candidates. Due to the large volume of applications that we may receive only candidates selected for the interview 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.

³ Therefore, candidates who did not pass already a CAST on the level Function Group III, should register their profile at this address <https://eu-careers.europa.eu/en/Cast-Permanent>



2. Recruitment

The candidate selected for recruitment will be requested to provide documentary evidence in support of the statements made in the database and, where relevant, the call for interest.

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 in **Brussels**.

The successful candidate will be engaged as a **contract agent under Article 3(b) of the Conditions of Employment of Other Servants**, in **function group FG IV**. General information on Contract Agents can be found at this link.

The grade or proposed grade range, as well as the step in that grade, will be defined on the basis of the candidates' previous professional experience, in accordance with [Commission Decision C\(2017\)6760](#) laying down the criteria applicable to classification in step on engagement.

The duration of the **first contract will be 1 year**. Subject to the interest of the service, the contract may be renewed one or more times up to a maximum duration of 6 years.

The duration of the renewal(s) will be defined according to the General Implementing Rules in force at that moment (currently, [Commission Decision C\(2017\)6760](#) on policies for the engagement and use of contract agents).

Contract agents recruited in Function Group IV 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.