



## 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 try several areas of move between different policy 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<sup>1</sup>. 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.

## 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](#)

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<sup>1</sup> Please note that the list of underrepresented Member States may be subject to future amendment based on potential data changes over time.



# Policy Officer

## DG Employment, Social Affairs and Inclusion European Commission

**Job title\***: Policy Officer – Future of Work

**Domain\*\***: European Policy

**Where**: Unit EMPL.B1 - „Future of Work, Youth Employment“, Brussels

**Function Group**: FG IV

**Contract Type**: 3b

**Express your interest until**: 26.02.2026 - 12.00 (noon, Brussels time)

### WE ARE

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DG Employment, Social Affairs and Inclusion (EMPL) contributes to the achievement of a highly competitive social market economy in the European Union. It aims at creating more and better jobs, promoting skills and entrepreneurship, improving the functioning of the labour markets, confronting poverty and social exclusion, modernising social protection systems including pensions, health and long-term care, facilitating the free movement of workers, promoting workers' rights, health and safety at work, and protecting against discrimination in the workplace, as well as the rights of persons with disabilities. Our policy and legislative initiatives are supported by the European Social Fund (ESF+), the European Globalisation Adjustment Fund (EGF) and the social investments and skills window of InvestEU.

Directorate B works to make sure that jobs and skills keep pace with the rapid changes in the labour market and the wider society. It aims to identify policy responses to new and emerging trends in the world of work, to empower individuals to learn throughout their lives and careers and ensure their skills wherever acquired are portable across the EU, to ensure vocational education and training (VET) in the EU is fit for purpose, with the view to support an innovative, adaptable and resilient workforce. The Directorate manages the Commission's relations with the European Centre for the Development of Vocational Training (Cedefop). The Directorate is also responsible for the efficient and effective programming and implementation of the European Social Fund + (ESF+) and the Social Climate Fund (SCF) in Germany, Austria, Croatia and Slovenia. It coordinates these funds with other European funding streams, including the Recovery and Resilience Facility and the Just Transition Fund.

The mission of Unit B1 is to support fair and sustainable development of European labour markets by anticipating change and identifying policy responses to new and emerging trends in the world of work. The unit coordinates DG EMPL's Future of Work-related activities, examines the impact of the drivers of change (digital transformation, artificial intelligence, increasingly globalised economy, demographic changes, etc.) on current and future jobs and the quality of those jobs. The Unit also identifies policy gaps and new challenges in the world of work, such as those related to platform work or remote work and the right to disconnect and develops policy responses. The Unit supports and monitors the implementation of the Youth Guarantee, the Quality Framework for Traineeships, and further develops EU initiatives in favour of youth employment. Moreover, the Unit promotes the labour market integration of certain target groups, notably the long-term unemployed.



## **WE PROPOSE**

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We offer an interesting and varied position in an exciting and agile unit. The world of work is changing quickly as a result of technological change, the green transitions, economic uncertainty and demographic pressure. Digitalisation and technological developments, such as Artificial Intelligence and Algorithmic Management, bring many opportunities but also challenges, both in terms of qualitative and quantitative terms. Young people and vulnerable workers and job seekers are particularly impacted, and the EU is committed to support them in their efforts to enter the labour market and make most of emerging opportunities. The successful candidate will make an important contribution to the Unit's priorities on the future of work. They will focus on assessing the impacts of digitalisation on the world of work, contributing to actions to support quality jobs in the digital age, improving access to employment and the working conditions of workers. The position offers an opportunity to interact with diverse stakeholders, and broaden experience in policy development, implementation and evaluation.

## **WE LOOK FOR**

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We are looking for a responsible and flexible colleague with experience in employment policies and the interaction with technological developments, experience in socio-economic analysis, policy design, drafting of policy notes and briefings. The candidate should possess political sensitivity and strategic thinking, being able to place work into a broader context. The ability to work in a team, making a positive contribution to the team's efforts, is imperative. Given the high workload and fast developments in the unit, the colleague should be willing and able to switch files and tasks, should the organisation of the unit require it. The candidate should be able to express themselves in a clearly structured, effective and concise manner. Excellent oral and written English skills are a big advantage. A satisfactory knowledge of an additional EU language is required.

## **HOW TO EXPRESS YOUR INTEREST?**

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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 [EMPL-B1-UNIT@ec.europa.eu](mailto:EMPL-B1-UNIT@ec.europa.eu) and [chiara.riondino@ec.europa.eu](mailto:chiara.riondino@ec.europa.eu) indicating the call for interest reference EC-2026-EMPL-322032 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:**

- (a) 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 EU<sup>2</sup>
- AND have a satisfactory knowledge (minimum level B2)<sup>3</sup> of a second official language of the EU, to the extent necessary for the performance of the duties.

#### ➤ What about the selection steps?

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<sup>2</sup> 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).

<sup>3</sup> 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>).



The selecting unit chooses from the EPSO database<sup>4</sup> 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.

## **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.

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<sup>4</sup> Therefore, candidates who did not pass already a CAST on the level Function Group IV, should register their profile at this [address](#).



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.