



## **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 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.

For more information [ec.europa.eu/work-with-us](https://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](#)

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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.



# TEAM LEADER – BUDGET, FINANCIAL MANAGEMENT AND ACCOUNTING

## Directorate-General Customs and Taxation (DG TAXUD) of the European Commission

**Selection reference:** TAXUD/COM/2026/235

**Domain:** Budget and Finances

**Where:** Unit TAXUD.E.1 – „Finances, Public Procurement and Compliance“, Brussels

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

**Grade range:** AD5-7

**Publication deadline:** 16.02.2026 - 12.00 (Brussels time)

### WE ARE

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The Directorate General Customs and Taxation (DG TAXUD)’s mission is to promote fair and sustainable policies that generate revenue for the EU and its Member States and ensure that EU citizens and businesses benefit from global trade and a safe and secure Single Market protected at its borders.

In this context, the Resources and General Affairs Directorate (Directorate E) is providing cross-cutting services and support to the Director-General and the other Directorates in DG TAXUD. As part of the Directorate E, Unit E1 oversees activities related to “Finances, Public Procurement and Compliance”.

The mission of the Unit is to prepare and follow-up on the implementation of the budget of DG TAXUD, support the procurement and grants procedures in close cooperation with operational units, ensure all financial transactions, and implement the DG’s internal control and risk management systems. The unit also acts for DG TAXUD as contact point with the IAS, the ECA and OLAF, and coordinates the Anti-fraud strategy of DG TAXUD.

The Unit is composed of a dynamic and motivated team of 22 colleagues, working and communicating mainly in English and French.

### WE PROPOSE

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We are offering an engaging and challenging position as Team Leader for Budget, Financial Management and Accounting. You will lead a committed team of nine colleagues and define its strategic direction, ensuring the effective implementation of its activities in line with the unit’s objectives, while overseeing day-to-day operations from planning and coordination to execution and delivery.

In this role, you will be part of the unit’s management team and will work in close partnership with the Head of Unit and the Deputy, who will support you in steering the team and navigating the most complex files.

You will steer the annual budgetary cycle and budget execution, ensuring sound financial



management across the DG, and provide high-quality financial and budgetary advice to management and colleagues. You will oversee the financial workflow from A to Z, including accounting processes and the annual cut-off exercise, guaranteeing accuracy, reliability and compliance with applicable rules and standards.

The role includes designing, documenting and continuously improving internal financial workflows, promoting harmonisation, efficiency and quality, and encouraging knowledge sharing within the team and across the DG.

You will work closely with many colleagues inside and outside the DG to ensure clarity and alignment on financial matters, and you will foster a working culture that is both professional and positive – where people feel trusted, supported, and enjoy working together.

## **WE LOOK FOR**

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Providing reliable, high-quality financial services is at the heart of what we do. We are therefore looking for a motivated Team Leader with a positive mindset, strong technical skills, and a collaborative and solution-oriented leadership style.

You combine solid expertise in finance and budget with proven people-management skills. You bring experience in each of the three areas (finance, budget, and team leadership) with a total of at least three years of relevant experience when these are taken together. Familiarity with accounting is considered a strong additional asset. Strong command of the SUMMA and ABAC Assets tools is an essential requirement.

You are organised, reliable and detail-oriented, able to handle demanding workloads and tight deadlines, while remaining flexible and able to adapt quickly to changing priorities. You also know how to bring energy, humour and perspective to the team. You communicate clearly in English, enjoy solving problems, and like turning complex issues into practical solutions.

You are service-minded and committed to delivering high-quality, reliable advice to colleagues and hierarchy. You build trust easily, work well with others, and look for better ways of doing things. If you are serious about your work but not too serious about yourself, enjoy teamwork, and like creating a positive atmosphere while delivering results, this role is for you.

The position offers a wide-ranging view of DG TAXUD's policies and a stimulating working environment, with close cooperation across DG TAXUD and other Commission services.



## HOW TO EXPRESS YOUR INTEREST?

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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 [TAXUD-UNIT-E1@ec.europa.eu](mailto:TAXUD-UNIT-E1@ec.europa.eu) indicating the selection reference TAXUD/COM/2026/235 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 EU<sup>2</sup>
- 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.

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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).



In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority<sup>3</sup>. 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)/2(d)/2(a) of the [Conditions of Employment of Other Servants](#), in function groups AD, AST or AST/SC.**

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<sup>3</sup> 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 **1<sup>st</sup> 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.