



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, languages and cultures make the Commission a vibrant and inclusive working place.

WE OFFER ATTRACTIVE WORKING CONDITIONS AND MUCH MORE:

- Interesting and challenging positions with plenty of opportunities for training and acquiring new skills and competencies over your whole career;
- Opportunities to try several areas of work throughout your career;
- Flexible working conditions and the possibility of teleworking – we care about your work-life balance;
- A competitive financial package, including comprehensive sickness, accident and pension schemes;
- Multilingual schools for your kids;
- We are also proud to be an equal opportunity employer and promote diversity and inclusion.

We recruit from a wide range of backgrounds:

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.¹ 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 often recruits non-permanent staff. 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

Research and Innovation - Ocean observation in DG MARE of the European Commission

Job title: Policy Officer

Domain: Fisheries and Maritime Affairs

Where: Unit A.1 - Maritime innovation, Marine Knowledge and Investment, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 09.04.2026 - 12.00 (noon, Brussels time)

WE ARE

DG Maritime Affairs and Fisheries (DG MARE) is responsible for the development and implementation of the Integrated Maritime Policy as well as for the development, implementation and monitoring of the Common Fisheries Policy. The DG has around 360 staff, distributed over 5 Directorates and 22 Units. The wide variety of responsibilities creates an interesting and challenging work environment.

Directorate A drives forward maritime policy and the blue economy. It aims to support and stimulate the creation of jobs, growth and investment to unlock the economic potential of the sea.

Unit A1 Maritime Innovation, Marine Knowledge and Investment, promotes the blue economy, through a better understanding of the ocean resources and their sustainable use. The Unit leads the marine knowledge file, which includes ocean observation and the use of marine data for the development of a sustainable blue economy; it promotes the uptake of innovative and emerging technologies and services, ensuring broad dissemination of marine research. The unit fosters innovation and provides policy input to Horizon Europe, as well to smart specialisation strategies. It is also in the lead for providing policy input to investments strategies for the blue economy.

WE PROPOSE

We propose a position in MARE Unit A1 to deal with a variety of very technical and demanding files. The work is diverse and involves in particular:

- contributing to the drafting of the technical and political files linked to the implementation of the Ocean Observation initiative
- contributing to the drafting, negotiation and interpretation of legal acts, such as the upcoming Ocean Act
- providing expert advice on the Ocean observation file



- contributing to drafting reports, briefings and policy documents on a broad range of the ocean observation issues.

We offer a dynamic environment with a very high team spirit, handling a very substantial workload.

This job provides a unique opportunity to work with a wide variety of Units in DG MARE, given the horizontal nature of Unit A1, and to deepen knowledge on several aspects of the Ocean Pact, beyond the ocean observation. The job also involves external relations with Member States/ stakeholders under the supervision of an official.

WE LOOK FOR

We are looking for an excellent technical professional in marine research and innovation — such as a marine scientist, ocean engineer, or specialist in blue economy technologies, who will work on the implementation of the Ocean Observation initiative, “OceanEye”.

Required

- The candidate should have at least three years of education or experience in areas covered by the unit such as marine knowledge, research and innovation.
- Strong scientific and engineering background— deep knowledge in relevant fields such as oceanography, marine biology, physical/chemical ocean processes, marine engineering, or related disciplines (e.g., environmental science, biotechnology). This includes understanding marine ecosystems, climate-ocean interactions, and blue economy sectors like ocean observation technologies.
- Proficiency in data, digital tools, and technologies — high-level skills in data analysis, proficiency with big data from ocean observations (e.g. EMODnet), EU DTO applications, modelling/simulation.
- Field technology knowledge — familiarity with marine instrumentation (e.g., sonar, underwater drones, sensors, monitoring systems) and ability to handle technology readiness levels, from basic research to deployment and scaling innovations.
- Systems thinking and interdisciplinary perspective — ability to integrate across domains (e.g., natural sciences + social sciences + economics + policy) to address complex challenges as mentioned in the Ocean Pact and the upcoming OceanEye.

Key qualities

- Critical thinking and complex problem-solving
- Innovation –experience with EU funding mechanisms, co-design, and public-private partnerships, is highly valued.



- Communication and collaboration — excellent written/oral skills for written reports, presenting, stakeholder engagement, and cross-disciplinary teamwork. Ability to communicate complex science to non-experts support public engagement and policy impact.
- Adaptability, resilience, and a proactive attitude toward lifelong learning
- A track record of collaboration in transdisciplinary, mission-oriented projects.

It is expected that the successful candidate will be prepared to work under tight deadlines on a wide variety of files. Excellent capacity of oral and written expression in English will be essential, and knowledge of other languages would be an asset.

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. duly filled in application form.

Please send these documents by the publication deadline to Magdalena-Andreea.STRACHINESCU-OLTEANU@ec.europa.eu indicating the call for interest reference **EC/2026/MARE/513413** 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 EU²
- AND have a satisfactory knowledge (minimum level B2)³ 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).

³ For details on language levels, please see the Common European Framework of Reference for Languages (<https://europa.eu/europass/cedefop.europa.eu/en/resources/european-language-levels-cefr>).



➤ **What about the selection steps?**

The selecting unit chooses from [the EPSO database](#)⁴ 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.

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



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 of 1 years**. Subject to the interest of the service, the contract can be extended to a maximum duration of 6 years.

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