



## **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, the Czech Republic, Denmark, the Netherlands, Estonia, Finland, Germany, Ireland, Latvia, Luxembourg, Malta, Poland, 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.



# Programme Manager – EU Policies

## in DG DIGIT of the European Commission

**Job title:** Programme Manager – EU policies

**Domain:** INFORMATION and COMMUNICATION TECHNOLOGIES

**Where:** Unit DIGIT.B.2- „Interoperability and Digital Government“, Brussels

**Function Group:** FG IV

**Contract Type:** 3b

**Express your interest until:** 13.05.2026 - 12.00 (noon, Brussels time)

### WE ARE

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Unit DIGIT.B2 “Interoperability and Digital Government” designs and implements the policy in the area of digital government/public sector interoperability. Interoperability – the capability of systems and organisations to cooperate across functional, sectoral and physical borders – is key for successful digital transformation.

Our regulation, [the Interoperable Europe Act](#), aims to strengthen public sector interoperability and will serve as our main policy framework for the years to come. We interact and support Member States (country CIOs and central digital transformation offices), partners at regional and local levels, with international organisations and third countries (UN, OECD, World Bank, Western Balkans) and with private sector players (GovTech SMEs and startups, open-source communities, academia).

The policy work is supported and implemented by a set of actions under the umbrella of ‘Interoperable Europe Support’ action and contributes to reaching the 2030 Digital Decade targets.

### WE PROPOSE

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We propose an exciting job as **Programme Manager – EU policies**. You will contribute to the work on public sector interoperability and policy coordination as well as to the implementation of the Apply AI Strategy for the public sector, the European Union Data Strategy and the overall Technology Sovereignty strategy including the implementation of the future Cloud and AI Development Act.

In particular, the successful candidate will:

- Implement digital government and interoperability policies such the European Interoperability Framework, the Interoperable Europe Act and digital ready policy making;
- Coordinate interservice consultations, interservice groups participation;



- Implementation of policies and actions (the Digital Europe Programme/Interoperability and future programmes), support for contracts and grants, as well as guiding and supervising the teams in place;
- Collaborate with stakeholders at the Commission, Union entities and with Member States and represent the Commission in policy events at international, European and national level; and,
- Coordinate and draft briefings and speeches, organise and conduct events and workshops, design and contribute to communication activities.

## **WE LOOK FOR**

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We look for enthusiastic candidates, with a strong background and hands-on experience in policy implementation in the area of digitalisation in public sector.

Skills and experience include in particular:

- Very good understanding of the EU's policy priorities, the EU's decision-making processes and relevant stakeholders as well as of budget management at the European Commission.
- Proven experience in policy coordination and programme management design and implementation, particularly in the area of digital.
- Ability to analyse, synthesise and communicate complex concepts and reports for briefings and communication materials aimed at different audiences, and policy messages that are adapted to them;
- Excellent organisational and coordination skills; and,
- Strong interpersonal skills to proactively engage with key interlocutors within DG DIGIT as well as in other services and with external stakeholders.

The successful candidate will be a good team player, proactive, with a strong sense of initiative, who enjoys working with autonomy. The position will also require the flexibility and resilience to work well under time pressure.

The main working language of the unit is English. A good level of English is required, French is an asset, as are other languages, given our close interaction with Member States.

## **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 [DIGIT-B2@ec.europa.eu](mailto:DIGIT-B2@ec.europa.eu) indicating the call for interest reference EC/2026/DIGIT/515410 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?

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

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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>).



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.

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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: <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.