



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 Sweden¹. 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](#)

¹ 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

DG Employment, Social Affairs and Inclusion

European Commission

Job title: Programme Manager – EU Policies

Domain: European Policy

Where: Unit E5 (DG EMPL) - (Geographical Desk IE, HU, PT, UK), Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 21.04.2026 - 12.00 (noon, Brussels time)

WE ARE

The mission of Unit E5 Geo Desk is to contribute to a fair, inclusive and competitive European economy by advancing employment, social and skills policies in Hungary, Ireland and Portugal.

Our work is to promote efficient and inclusive labour markets and social protection systems and support skills developments and accessible social services and healthcare/long-term care, across the EU. To this effect, Unit E5 monitors macro-economic developments through the European Semester process of macro-economic governance and manages funds under EMPL responsibilities to optimise and align investments and reforms to identified policy priorities and needs. This is done primarily through the European Social Fund and the Social Climate Fund in close cooperation with Member State authorities, as well as the national stakeholder community (social partners, civil society, social economy actors...) in the context of the EU's Cohesion Policy framework. Unit E5 coordinates these funds with other European funding streams, including the Recovery and Resilience Facility, which it contributes to assess and monitor.

WE PROPOSE

We offer a position as Programme Manager to integrate our Portuguese team. The main tasks associated with the job will be to manage the correct implementation of the 2021-27 ESF+ programmes and support the efficient closure of the ESF and FEAD 2014-2020 programmes. The selected candidate will be expected to remain updated on national policy developments in relation to employment, social affairs and skills and monitor their evolution as part of the European Semester of macro-economic governance and the Recovery and Resilience Facility for Portugal. In carrying out these tasks, he/she will represent DG EMPL in interservice work streams, processes and negotiations with other services and DGs, notably SG/REFORM REGIO, HOME, JUST, SANTE, EAC, MARE, LS.

The candidate is expected to have good political acumen, negotiation skills as well as solid analytical and data management skills. As part of a team of six people he/she will also have to be a flexible and adaptable team player and multi-tasker with a strong sense of initiative. Delivery of quality outputs to tight deadlines, as well as the capacity to work under pressure are a daily part of the job and will be required. Good communication, networking and inter-personal skills are essential



in view of the regular (in)formal contacts with the relevant Commission services, the national authorities, the ESF+ Managing Authorities and the stakeholder community at large. A strong sense of priority, resilience to stress, diligence and reliability are all essential attributes to have.

The unit offers a stimulating, friendly and rewarding working environment with a strong focus on teamwork. The job would involve occasional travel to Portugal.

WE LOOK FOR

We are looking for a highly motivated colleague combining programme management skills (especially under shared management) with policy analysis experience, to join the Portuguese Team in EMPL E5. Knowledge and experience in managing EU Structural Funds and Cohesion Policy Programmes would be an asset. Experience in dealing and negotiating with national and regional authorities in the Member States and key stakeholder groups in areas of relevance to DG EMPL would be welcome. A good knowledge of Audit, Evaluation and Financial matters covering the Common Provisions Regulation 2021/1060 would be a key asset. Possessing first-hand understanding of employment, education and training and social policies, the European Semester and/or the Recovery and Resilience Facility is highly desirable.

Thorough knowledge of both Portuguese and English is a big advantage with French being a plus.

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 EMPL-E5-APPLICATION@ec.europa.eu indicating the call for interest reference EC-2026-EMPL-499181 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.

➤ 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

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://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.

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.

⁴ 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>



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.