



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.



Policy Officer

in DG GROW of the European Commission

Job title: Policy Officer

Domain: Enterprise and Markets – Good & Sectoral Policies

Where: GROW.H.2, Machinery, Equipment & AI, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 01/05/2026 - 12.00 (noon, Brussels time)

WE ARE

DG GROW Unit H2 works to ensure the competitiveness and the smooth operation of the EU Single Market in a wide array of manufacturing industries that are key to the success of the green and digital transition. Our work also contributes to ensuring a high level of safety and environmental protection for the benefit of businesses and citizens. The sectors we follow represent nearly €2,300 billion in net turnover, 9.5 million direct jobs in over 550,000 companies (most of them SMEs and micro businesses) and more than €600 billion exports.

Our portfolio includes more than 20 pieces of Single Market legislation that cover products under Machinery, Pressure Equipment, Radio Equipment including the 'Common Charger', Electromagnetic Compatibility, Low Voltage, Personal Protective Equipment, Gas Appliances, Metrology, Lifts and Cableways, Recreational Craft, Outdoor Noise, and Equipment in Explosive Atmospheres. We actively follow up on the competitive and technological developments of these sectors. We also work on emerging issues such as cybersecurity and Artificial Intelligence (AI), industrial robotics, humanoid robotics, additive manufacturing, quantum and cloud technologies, from an industrial policy perspective. We foster cost-effective and innovative legislation and policy solutions through evaluations, revisions, implementing and delegated acts, standardisation work and stakeholders' outreach. We play a key role in the standardisation process, as we manage more than 3,000 European harmonised standards. We ensure coherence between our legislation and international trade negotiations and in the context of enlargement.

An example of our work is the so-called Common Charger for smartphones and other mobile devices, which caught a lot of media attention when adopted. We also promote digital compliance and accessibility solutions to reduce the use of paper (e.g. for instructions for use) having worked on the Omnibus IV on digitalisation and common specifications. In the context of a new Machinery Regulation, we have captured the world's first AI rules for advanced machinery.

We liaise with relevant Commission services and stakeholders (Member States, third country partners, EU institutions and bodies, industry, European standardisation organisations, notified bodies, civil society, etc.) in various fora.

We are a multidisciplinary and highly motivated team, with a very good and cooperative working atmosphere with a respect for work-life balance.



WE PROPOSE

We propose an attractive position of Policy Officer who would provide policy, analytical and technical support to the team dealing with a broad portfolio of legislation and competitiveness of the Single Market. The colleague would be involved in key files of the unit, such as Personal Protective Equipment Regulation and Outdoor Noise Directive, though the final allocation of tasks will depend on the profile of the successful candidate.

In this context, the successful candidate shall:

- Contribute to / manage the smooth implementation of Single Market legislation under the remit of the unit (e.g. analysing technical issues and queries, preparing technical guidance for the application of legislation, managing relevant expert groups);
- Carry out policy analysis and prepare policy and legislative initiatives, such as implementing and delegated acts, targeted amendments and revisions if and as relevant, including all the necessary preparatory work (manage studies, evaluations, impact assessments, consultations);
- Provide contributions to other EU instruments supporting relevant EU policy activities and their effects;
- Participate in standardisation activities such as preparing standardisation requests, assessing standards, and preparing their publication, liaising and following up the work of European Standardisation Organisations and other relevant stakeholders for the development of standards;
- Attend meetings with other EU institutions (European Parliament, Council) and bodies, and interact with Member States and industry representatives in relevant fora (market surveillance authorities meetings, notified bodies meetings, expert group meetings, ad hoc policy meetings, industrial dialogues, etc.);
- Provide policy advice on the sectors regarding the geopolitical context, their competitiveness and potential action in view of technological developments and support their resilience.

WE LOOK FOR

We are looking for a motivated colleague with a sense of initiative to join a highly committed and dynamic team. The candidate should have:

- A university degree in engineering;
- 3 years of work experience related to engineering;
- A keen interest in economic and technological developments;
- Ability to quickly analyse and present complex policy and technical issues, orally and in writing, with excellent drafting skills;
- A proactive approach, ability to work in teams and to collaborate with other DGs and stakeholders outside the Commission;
- A very good knowledge of English including drafting skills and the ability to speak in public.

Understanding and an operational working level of French would be an asset.

Experience in EU Single Market legislation would be 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 GROW-H2@ec.europa.eu indicating the call for interest reference GROW/2026/515032 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: <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.