



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

For more information 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](#)

¹ Please note that the list of underrepresented Member States may be subject to future amendment based on potential data changes over time.



Speechwriter

Directorate-General for Financial Stability, Financial Services and Capital Markets Union (DG FISMA) of the European Commission

Selection reference: FISMA/COM/2026/733

Domains: Communication / Economics, Finance and Statistics

Where: Unit FISMA.A.1 – “Policy Definition and Coordination”, Brussels

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

Grade range: AD5-7

Publication deadline: 04.05.2026 - 12.00 (Brussels time)

WE ARE

Unit A1 is in charge of policy definition and coordination across DG FISMA. Its mission is to contribute to the definition and implementation of an effective, coherent, consistent and forward-looking financial services policy. To this end, the unit coordinates strategic reflections across the DG on future policy orientations and provides input and support to the different policy units of the DG at all stages of the policy development process. The unit organises and provides chairmanship to the Financial Services Policy Group - a forum in which the Heads of Unit of the DG discuss policies and the work of project teams. The unit also coordinates FISMA input for Interservice consultations of other DGs and wider Commission initiative, such as the taxation of the financial system or the Housing Task Force. The unit follows all major files in the DG and also manages certain high-profile policies of overarching importance for financial services, such as the EU architecture for financial supervision and securitisation policy. The unit moreover coordinates the ongoing relations with the European Supervisory Agencies (ESAs). Finally, the unit ensures coordination and quality of briefings and speeches for the Commissioner, the Director General and his deputy.

WE PROPOSE

We are offering a rewarding and challenging position as a Speechwriter in our friendly and dynamic team, working on an important and vibrant field of European policy. As a Speechwriter in our unit, you will be responsible for communicating strategically on EU financial services policies, ensuring that the Commission's technical priorities are articulated with precision and impact to further our policy goals. Specifically, you will draft high-level interventions and briefing materials on complex policy files ensuring technical accuracy and consistency. You will play a crucial role in synthesising cross-sectoral financial policies and ensuring their alignment with the strategic objectives and communication priorities of the DG. You will work closely and coordinate with our Communication and Document Management unit. Beyond core speechwriting responsibilities, the successful candidate will contribute to broader horizontal priorities, such as the review of the EuVECA framework and the Commission's Housing Taskforce, ensuring technical alignment between housing policy objectives and financial market frameworks. The candidate will also support the



work of the Unit by providing policy analysis and cross-unit coordination as required. The role is for a senior position within the unit and requires the chosen candidate to work autonomously with minimal guidance.

WE LOOK FOR

Professional experience:

- Minimum of 6 years of professional experience in the field of EU financial services policy. This must include a deep understanding of the EU legislative process and the technical nuances of the financial landscape.
- A proven track record as a speechwriter, ideally on EU financial services issues. Previous wider communications work is a significant asset.
- Experience working within or with in a public and / or private financial role is considered a significant asset.

Analytical skills:

- Demonstrated ability to develop communication narratives and synthesise complex technical data and high-profile policy files into clear, concise, and authoritative institutional positions.
- Strong capacity to ensure political alignment and consistency across diverse policy areas, adapting technical content for various high-level audiences and forums.
- Ability to coordinate among multiple teams and DGs throughout the Commission to ensure that the right messages are being transmitted.
- A deep understanding of the EU and global political environment, particularly the geopolitical factors currently influencing European financial stability and market competitiveness.

Coordination skills:

- Proven capacity to coordinate complex drafting processes involving multiple stakeholders. This role includes liaising effectively with the cabinet, other DGs and internal units within DG FISMA to ensure the coherence and technical accuracy of institutional messaging.
- Strong organisational skills to identify in advance political messages that can be included in speeches and manage competing priorities under tight deadlines, ensuring that high-level contributions are integrated and validated across several policy teams before final delivery.
- Diplomatic and interpersonal skills required to reconcile differing technical perspectives and ensure that all outputs are aligned with the overarching strategic mission and communication priorities of the Commission.

Language skills:

- An excellent command of English (written and oral), close to native fluency, with a focus on drafting precision and technical terminology.
- A strong working knowledge of French is considered an advantage.



HOW TO EXPRESS YOUR INTEREST?

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 FISMA-A1-RECRUITMENTS@ec.europa.eu indicating the selection reference **FISMA/COM/2026/733** 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 EU²
- 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.

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).



In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority³. 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) of the [Conditions of Employment of Other Servants](#), in function groups AD.**

³ 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 **1st 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.