



## **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 try several areas or move between different policy areas in 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.



# Policy Officer - Security

## in DG INTPA – Unit G.5 of the European Commission

**Job title:** Policy Officer - Thematic expert - Security

**Domain:** External relations

**Where:** Brussels

**Function Group:** FG IV

**Contract Type:** 3b

**Express your interest until:** 31.05.2026 - 12.00 (noon, Brussels time)

### WE ARE

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Within the European Commission, the Directorate-General for International Partnerships is in charge of development cooperation policy as part of the EU wider framework of international cooperation and external relations. This encompasses cooperation with developing countries at different stages of development and ensuring strong links and coherence between EU's internal policies and priorities and its external action. In the framework of DG INTPA's overall mandate, and within Directorate G 'Human Development, Migration, Governance and Peace', the thematic Unit G5 'Resilience, Peace, Security' formulates and coordinates sectoral policies in these fields by:

- Providing expertise in the area of Security and defence; peace and resilience.
- Implementing DG INTPA's security priorities along 4 axes : (1) Delivering on the EU Security Agenda by addressing specific security concerns through dedicated actions in partner countries to address transnational dynamics of insecurity; (2) advising on security by design of investments in the context of global gateway investments, (3) promoting a follow the money approach and (4) exploring how to leverage the private sector in support of the security sector.
- Acting as a centre of expertise for cooperation on Security Sector Reform (SSR) transnational organised crime; protection of critical infrastructure; preventing and countering violent extremism, illicit financial flows, anti-money laundering and countering terrorist financing
- Acting as focal point and coordination entity on the above issues with a number of partners such as EU Agencies, Interpol, the Financial Action Task Force, the UN (the UN Office on Drugs and Crime, the United Nations Office on Counter Terrorism), as well as other specialised international think tanks such as the Global Initiative Against Transnational Organised Crime or the Geneva Centre for the Democratic Control of Armed Forces.
- Working on mainstreaming the Humanitarian-Development-Peace nexus in EU's work in Headquarters and the field.
- Providing expertise and support to capacity building and ensuring conflict sensitivity, peacebuilding and resilience approaches in countries affected by crises and/or fragility(ies).
- Jointly managing EU crisis preparedness and analysis tools (e.g. EU Conflict Early Warning System and RPBA/PDNAs).

The Unit's work is inscribed in the overall EU priorities, including the Global Gateway strategy.



The Unit has two inter-dependent teams (1) Security and (2) Peace/Resilience that work across with a vast array of interlocutors in the EU system (i.a. other European Commission services, the External Action Service, EU Delegations and EU Member States...), in partner countries worldwide (Africa, Latin America & Caribbean, Asia & Pacific), as well as internationally (i.a. other multilateral organizations and intra-governmental specialized bodies).

## **WE PROPOSE**

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Unit INTPA G5 is seeking to hire an experienced policy officer that will help operationalise the EU's external security agenda in support of Global Gateway, with a particular focus on identifying and structuring security-related investment opportunities with EU private sector and financial partners. The officer should be able to work at the intersection of security policy, development cooperation and investment/finance, and to translate complex security needs into concrete cooperation and investment proposals. Key responsibilities will include:

- Contribute to the implementation of the external dimension of relevant EU security frameworks and coordinate with relevant Commission services (e.g. HOME, TAXUD, FPI, MENA/ENEST), the EEAS, EU Delegations, EU agencies and Member States in a Team Europe spirit.
- In close cooperation with geographical colleagues, contribute to the identification/updating of priority countries and regions where security cooperation is most relevant to protect EU interests and enable Global Gateway investments.
- Identify and assess opportunities for security-related investments (security by design) that can support or enable Global Gateway projects (e.g. in ports, transport corridors, critical infrastructure) and contribute to the development of pipelines of projects that integrate security components.
- Support work on risk identification and mitigation, including organised crime, terrorism, cybercrime threats and illicit financial flows that can affect Global Gateway projects (security by design).
- Support on demand to delegations and HQ units: methodological issues related to security sector support; annual work programmes; programme/project identification and formulation; participation in management committees; programme/project implementation; programme/project monitoring and evaluation.
- Support delegations for sector policy dialogue in the framework of sector related programmes.
- Monitor security trends and policy developments; liaise with other DGs, EU/MS and with international organisations and other actors on relevant thematic issues also with a view to ensuring coherence of implementation methods and instruments as between regions.
- Ensure the overall coordination of the unit's Security Hub (network of colleagues working on security in HQ and EU Delegations), contributing to internal knowledge sharing and disseminating information on security policies, research and programmes.
- Prepare briefings, policy notes, presentations and speaking points for senior management and for inter-service and external meetings
- Liaise with relevant Commission services, EEAS, EU agencies (e.g. Europol and other EU Agencies where relevant), Member States and international partners (e.g. Interpol, UNODC, GI-TOC...) to ensure coherence and maximise synergies between INTPA actions and wider EU security initiatives.



## WE LOOK FOR

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We look for a highly motivated and dynamic colleague to support policy developments and advise on the implementation of external programmes and projects financed by the EU on issues related to security.

The successful candidate **will have:**

- At least 10 years of proven professional experience, in at least one of the following domains, and preferably at their intersection: security policy, international security cooperation, law enforcement, defence or security-sector related work in/with partner countries.
- A Master's degree in security studies, international relations, law, economics/finance; development studies, political science (or equivalent diploma).
- A sound understanding of international security issues relevant to partner countries (e.g. organised crime, terrorism, cyber-security, illicit financial flows).
- A sound understanding of policy and programming, knowledge of EU institutions, related decisional processes, CFSP, CSDP, JHA, EU external action and related EU external policies.
- Strong analytical skills, and excellent drafting skills in English (briefings, policy notes, presentations, guidance notes).
- Strong coordination, negotiation and networking skills, with demonstrated ability to work in multicultural and multidisciplinary teams.
- Ability to work under pressure and meet tight deadlines, managing several files in parallel while maintaining quality and strategic coherence

The successful candidate **should have:**

- Field experience in partner countries and/or experience in an EU Delegation, international organisation or financial institution.
- Knowledge of French and English; other EU languages are an advantage.
- Proven experience in project or programme design and management, ideally in a security- or governance-related field.
- Security clearance level SECRET EU

## 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 [INTPA-G5@ec.europa.eu](mailto:INTPA-G5@ec.europa.eu) indicating the call for interest reference EC/2026/INTPA/302286 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 English , necessary for the performance of the duties.
- Satisfactory knowledge (minimum level B2) of French and/or Spanish will be considered a strong asset.

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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://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<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 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](#).



## **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. Candidates will be required to undergo a security vetting that is conducted with the national administration of the Member State.

### ➤ **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.

For 3b 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.