



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.



Policy Officer – Defence Industrial Base Monitoring, Data and Programme Support

Directorate-General for Defence Industry and Space (DG DEFIS) of the European Commission

Selection reference: DEFIS/COM/2026/1012 - 1 POLICY OFFICER - DEFENCE INDUSTRIAL BASE MONITORING, DATA AND PROGRAMME SUPPORT (AD5/AD12)

Domain*: Defence Industry – Policy, Analysis, Advice and Statistics

Where: Unit DEFIS.01 – „Strategy, Interinstitutional Relations and Security“ Brussels

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

Grade range: AD5-7

Publication deadline: 26/06/2026 - 12.00 (Brussels time)

WE ARE

Unit DEFIS.01 (Strategy, Interinstitutional Relations and Security) operates directly under the Director-General of DG DEFIS.

The unit is responsible for the strategic coherence of the DG's activities, interinstitutional coordination with the European Parliament and Council, NATO-EU cooperation, security governance, and the management of horizontal files including the Ukraine Support Loan implementation, SAFE coordination and EDIP strategy.

The Ukraine Support Loan is a EUR 90 billion instrument to support Ukraine's defence efforts against Russian aggression. On 1 April 2026, the Commission adopted two sets of measures advancing its implementation: a decision validating procurement derogations for Ukraine's first product schedule focused on drones, and a proposal for the Council to approve the overall 2026 envelope. Further product schedules on missiles, air defence and ammunition are in preparation, alongside a systematic mapping of European and Ukrainian production capacities to identify bottlenecks. Unit DEFIS.01 coordinates this work at the strategic level and is building the evidence base for it.

DG DEFIS is developing a cross-DG economic intelligence function to build the data and analytical foundations required to implement the EU Defence Industry Transformation Roadmap (COM(2025) 845) and the Preserving Peace – Defence Readiness Roadmap 2030 (JOIN(2025) 27). These documents call for quantitative tracking of capability gaps, production capacity milestones, and industrial transformation indicators across the EDTIB. The person in this post will contribute to that function, working at the intersection of programme monitoring, data intelligence and defence industrial policy.



WE PROPOSE

This position of Policy Officer - Defence Industrial Base Monitoring, Data and Programme Support (AD5/AD12) offers the opportunity to contribute directly to one of the European Union's most strategic priorities: strengthening defence readiness, supporting Ukraine, and reinforcing the European defence industrial base.

Located in Unit DEFIS.01, which works directly under the Director-General of DG DEFIS, the role combines policy development, programme management, industrial analysis and intelligence, Information/Data Brokerage and stakeholder coordination in a highly dynamic environment.

The jobholder will support the implementation and monitoring of the Ukraine Support Loan (UASL) and other major EU defence instruments (EDF, EDIP, SAFE and AGILE). Main responsibilities include tracking programme progress, analysing operational and financial performance, contributing to annual planning exercises, preparing reports, identifying risks and supporting the effective delivery of strategic objectives. The role also involves helping ensure compliance with EU legal, financial and administrative rules applicable to beneficiaries and funded actions.

An important dimension of the post is the development of analytical capacity related to the European and Ukrainian defence technological and industrial bases. The selected candidate will collect, structure and interpret data on production capacities and industrial bottlenecks in priority sectors such as drones, missiles, ammunition and air defence systems. These analyses will contribute to evidence-based decision making and support implementation of the Defence Readiness Roadmap 2030 and the EU Defence Industry Transformation Roadmap.

The role requires strong drafting and communication skills. The successful candidate will prepare briefings, presentations, speaking points and strategic notes for senior management, while ensuring close coordination with other Commission services, Member States, the European Defence Agency and industry stakeholders.

This is an excellent opportunity for a motivated and proactive professional with strong analytical skills.

The position will consist of:

PROGRAM / PROCESS / PROJECT MANAGEMENT

- Contribute to the monitoring and evaluation of the Ukraine Support Loan (UASL) and other EU defence industrial programmes (EDIP, SAFE, EDF, AGILE, e.a.) by collecting, analysing and interpreting programme performance data to measure the effectiveness of funded activities and track progress against the milestones set out in the Defence Readiness Roadmap 2030.
- Support the preparation of annual work programmes, multiannual planning documents and programme progress reports, ensuring consistency with the EU budget and the EU Financial Regulation.
- Contribute to the management of projects from selection to execution, in line with the rules and procedures for evaluation and selection of proposals, including under the AGILE Regulation's simplified and advisory procedure for SMEs and start-ups.
- Contribute to risk management by identifying potential implementation bottlenecks and proposing mitigation strategies, ensuring compliance with relevant regulations and standards.
- Develop and maintain automated monitoring tools (Power BI, Power Automate, Power Apps) to support the unit's oversight of programme implementation and provide regular reporting to



hierarchy.

POLICY ANALYSIS

- Monitor and analyse the European and Ukrainian defence technological and industrial bases (EDTIB/UDTIB), including production capacities in strategic priority areas (drones, missiles, air defence, ammunition), in support of the cross-DG economic intelligence function of DG DEFIS and the implementation of the Ukraine Support Loan (UASL).
- Compile, process and structure data from various sources and prepare them for decision-making, including for senior management briefings and Commissioner Cabinet products, in line with the data-driven tracking approach set out in the Defence Readiness Roadmap 2030.
- Analyse and assess relevant data and information to develop, support and monitor defence industrial policy and programme implementation, including the UASL mapping exercise on production capacity bottlenecks and the industrial transformation indicators foreseen in the EU Defence Industry Transformation Roadmap.
- Follow up policy initiatives, trends and developments in the EU and Ukrainian defence industrial landscape, including integration of the Ukrainian defence industrial base into the EDTIB, drawing on the work of the EU Defence Innovation Office (EUDIO) in Kyiv and BraveTechEU cooperation.
- Contribute to the economic intelligence work of DG DEFIS by structuring analytical products on industrial capacity, programme performance and defence readiness indicators for use across the Directorate-General.

LEGISLATIVE WORK

- Contribute to the preparation and adoption of Commission implementing acts and programme decisions related to the Ukraine Support Loan (UASL) and other EU Defence Industrial programmes (EDIP, SAFE, EDF, AGILE, e.a.), in line with the applicable legal framework and legislative procedures.
- Assess the legal and compliance requirements applicable to programme beneficiaries, including eligibility conditions, security-related guarantees, third-country access rules, and derogation mechanisms under the UASL Regulation.
- Contribute to the drafting of legal and analytical notes, grant-related documents and replies to questions from the European Parliament or investigations from the European Ombudsman.

COMMUNICATION and PUBLICATION

- Keep hierarchy and colleagues informed on all relevant developments related to defence industrial programme implementation, EDTIB/UDTIB monitoring and progress against Defence Readiness Roadmap 2030 milestones.
- Ensure co-ordination with other Commission services, including horizontal services (SG, LS, BUDG) and the units contributing to the cross-DG economic intelligence function of DG DEFIS.
- Prepare and present reports, presentations and other materials to communicate programme monitoring results, capacity mapping findings and analytical outputs to stakeholders and senior management.
- Draft briefings, speeches and speaking points on the Ukraine Support Loan (UASL) and other EU Defence Industrial programmes (EDIP, SAFE, EDF, AGILE, e.a.) and on the EU Defence Industry Transformation Roadmap.



WE LOOK FOR

The ideal candidate is a motivated and results-oriented professional with a strong interest in European security, defence policy and industrial development. They combine analytical capacity with practical delivery skills and are able to work effectively in a politically sensitive and fast-moving environment.

The successful applicant should have experience related to EU defence programmes or comparable public funding instruments, including monitoring implementation, assessing compliance requirements, analysing performance indicators and supporting programme management processes. Knowledge of instruments such as the Ukraine Support Loan, EDF, EDIP, SAFE, ASAP, EDIRPA and AGILE would be a strong advantage.

The profile requires strong analytical and data-handling skills. The candidate should be able to collect, structure and interpret information from multiple sources, transform complex datasets into clear conclusions, and produce concise recommendations for decision-makers. Experience with reporting and digital tools such as Power BI, Power Automate, Power Apps or advanced Excel would be highly valuable.

A solid understanding of EU institutions, decision-making procedures and policy implementation mechanisms is important.

Familiarity with defence industrial issues, public procurement, grant management or regulatory compliance would further strengthen the application.

The role requires excellent communication skills, including the ability to draft briefings, notes, reports and presentations for senior management and external stakeholders. The candidate should be confident working with colleagues across services and engaging with Member States, agencies and industry representatives.

The postholder should demonstrate autonomy, reliability, attention to detail and the ability to prioritise under pressure. Strong teamwork skills, flexibility and a proactive mindset are essential.

English at C1 level is required across all competencies. French at B2 level is also required. Additional EU languages are an asset.

SECURITY CLEARANCE: The successful candidate will be required to undergo security vetting if she or he does not already hold security clearance at an appropriate level (EU secret), in accordance with the relevant security provisions.



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 DEFIS-01-HR@ec.europa.eu indicating the selection reference DEFIS/COM/2026/1012 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. Candidates are 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 **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.