



## **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, 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.



# Programme Manager – EU Policies

## DG Employment, Social Affairs and Inclusion

### European Commission

**Job title:** Programme Manager – EU Policies

**Domain:** Programmes and Projects

**Where:** Unit EMPL.E.5 - (Geographical Desk IE, HU, PT, UK), Brussels

**Function Group:** FG IV

**Contract Type:** 3b

**Express your interest until:** 02.07.2026- 12.00 (noon, Brussels time)

#### **WE ARE**

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The mission of Unit E5 is to contribute to attaining the aims and objectives contained in the European Pillar of Social Rights, to support a fair recovery, green and digital transitions as well as to contribute to enhanced economic and social resilience in Hungary, Ireland, Portugal and the United Kingdom.

Our goal is to promote efficient and inclusive labour markets and social protection systems as well as support skills development and accessible social services and healthcare. DG EMPL and Unit E5 contribute to achieving these objectives through the European Semester cycle of macro-economic policy monitoring at Member State level and the management of European Social Fund (Plus) programmes and national Social Climate Plans targeting the most vulnerable.

The unit ensures, in close cooperation with the Member State and stakeholders (such as the social partners, civil society organisations, etc.), the efficient and effective programming and implementation of the European Social Fund Plus (2021-2027) and the Social Climate Fund and support the efficient closure of the ESF. It leads and coordinates investments deriving from these funds in coordination with other funding streams, including the Recovery and Resilience Facility, which it contributes to assess and monitor until the end of 2026.

#### **WE PROPOSE**

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We offer a position as Programme Manager – EU policies to integrate our Hungarian team. The main task of the new colleague will be to analyse and monitor the employment, skills and social policies and reforms in Hungary and their impact on job creation, social inclusion, skills development and poverty reduction, in the framework of the European Semester process in Hungary. He/she would be involved in Shared or Direct Management of Programmes / Plans in the context of the European Social Fund (Plus) including REACT-EU and the Social Climate Fund. Participating in the closure of the European Social Fund programmes with a REACT EU component he/she has to evaluate the final implementation reports including analysis of the reported performance indicators, follow-up post-implementation and post closure audits and their findings, remedial actions and the possible financial correction procedures.

In carrying out these tasks, he/she would represent EMPL E5 internally with the relevant Commission services (EMPL/REGIO – Directorate for Audit & Control (DAC), OLAF, ECFIN, SG-



REFORM, HOME, JUST, SANTE, EAC, MARE and LS) and externally vis à vis Council Committees (Employment Committee, Social Protection Committee), the national authorities, the ESF+ Managing Authorities and stakeholder community (social partners, NGOs, academia and other interest groups of relevance).

But above all we propose a pleasant work environment in a cohesive unit, a respect for work-life balance, a culture of curiosity, professionalism, intellectual stimulus and support for diversity and career progression. The job will also require occasional travel to Hungary.

## **WE LOOK FOR**

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We are looking for a highly motivated colleague combining policy and data analysis expertise, excellent drafting skills and the capacity to assess and summarise complex legislative developments and information. Stakeholder management experience and policy negotiation skills would be a great asset. The successful colleague must have a good knowledge of employment, skills or social policies and the European Semester cycle of macro-economic governance with a particular focus on the Hungarian context. Equally, previous exposure to the Recovery and Resilience Facility and experience in fund management (ideally of EU Structural Funds programmes and the European Social Fund including REACT-EU) and the associated audit and financial procedures would be highly desirable. Clear communication skills in oral and written form are necessary to perform in the job.

The new colleague is expected to have good political acumen, solid analytical and drafting skills. Experience in fund management is a plus. 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 in line with the objectives set out for the unit and to tight deadlines will also be expected. Good communication, negotiation and inter-personal skills are essential in view of the regular (in)formal contacts with the relevant Commission services, the national authorities (in particular Ministries, the ESF Managing Authorities) and the stakeholder community. Excellent knowledge of English and Hungarian is a big advantage with French being a plus.

## **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 **EMPL-E5-APPLICATION@ec.europa.eu** indicating the call for interest reference EC-2026-EMPL-367392 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 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](#)<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

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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://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.

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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: <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.