



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.



Administrative Agent

Directorate-General Regional and Urban Policy (DG REGIO) of the European Commission

Selection reference: REGIO/COM/2026/1203

Domain: Support staff

Where: Unit REGIO.DDG.01 Coordination of programmes - Brussels

Staff category and Function Group: Temporary agent 2b - Administrative agent

Grade range: AST/SC1-2

Publication deadline: 01/07/2026 - 12.00 (Brussels time)

WE ARE

REGIO.DDG.01 is a horizontal unit attached to the Deputy Director-General for Programme Implementation. We are a dynamic, diverse and motivated group of ca 29 people, enjoying our work individually and as a team. The unit works on a wide range of exciting, horizontal issues:

We are responsible for coordinating the implementation of the 2021-2027 programmes financed by the European Regional Development Fund (ERDF), the Cohesion Fund (CF) and the Just Transition Fund (JTF). The unit animates the implementation network and reports to REGIO Board on progress with implementation. We coordinate the Stock Taking Group amongst Common Provisions Regulation (CPR) DGs. We chair and provide the secretariat for the CPR Expert Group and the CPR Committee. In addition, we contribute to the preparation of the 2028-2034 National and Regional Partnership Plans (NRPP) and work closely with relevant NRPP Services in the European Commission.

The unit hosts the Business Process Team ensuring that business processes are user-friendly and effective. The Data Governance Team is improving REGIOs data management and use of modern tools such as AI. We oversee the partnership principle in cohesion policy and the Community of Practice on Partnership, coordinate the mainstreaming of the New European Bauhaus in 2021-2027 cohesion policy programmes, as well as REGIO's work on simplification, implementation and enforcement

We coordinate the interpretation of cohesion policy legislation, ensuring timely delivery of good quality answers and making them accessible to the Member State authorities.

WE PROPOSE

Unit REGIO.DDG.01 is seeking to hire one Administrative Agent.

The position will consist of assistance to the work of the unit by carrying out the following main tasks:



- Provide general administrative support, including: agenda and mailboxes management, document and briefings management, internal communication and interservice consultations, organisation of meetings and events, logistic support and information provision
- Support the work of the unit in the internal co-ordination and with other Directorates-General (stocktaking networks and matrices).
- Provide the secretariat for established setups involving Member States representatives (expert groups, communities of practitioners)

WE LOOK FOR

We are looking for someone passionate about assisting the work a dynamic team, with a drive to optimise processes and information flows. The ideal profile for the job is someone with very good organisational skills to plan and successfully manage agendas, meetings and deadlines, typically entailing effective communication and timely oversight of input.

Furthermore, we are looking for someone fluent in using digital tools to organise planners, information and meetings, and ready to learn more. Most of all, we look for a positive and collegial attitude and a readiness to learn what is needed for the job. We offer a supportive team and hierarchy where each colleague is valued and encouraged on their individual path.

The required skills for this job include (all five are important):

- At least two years of experience with operational and administrative support provided to larger teams (more than 20 people), including secretarial work, document management, organisation of meetings and follow up
- At least 1 year of experience with logistic support, including organisation of events in situ. Prior experience in working with contractors is an advantage.
- An understanding of cohesion policy and of the Commission's organisational set up to deliver the policy.
- Capacity to work under stress and with multiple teams at the same time
- Excellent knowledge of English language

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 REGIO-COORDINATION-OF-PROGRAMMES@ec.europa.eu indicating the selection reference REGIO/COM/2026/1203 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 post-secondary education attested by a diploma, or
- a level of secondary education attested by a diploma giving access to post-secondary education, and appropriate professional experience of at least three years.

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 group AST/SC.**

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.