



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 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.

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 and Investment Officer

Water

in DG INTPA of the European Commission

Job title: Policy and Investment Officer – Water

Domain: INTERNATIONAL PARTNESHIPS (CLIMATE, ENVIRONMENT and NATURAL RESOURCES – FRESH WATER)

Where: Unit INTPA.F.2 (Environment and Sustainable Natural Resources), Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 15.08.2026 - 12.00 (noon, Brussels time)

WE ARE

Under the geopolitical ambition and political guidelines set by the President of the European Commission, DG INTPA leads on international cooperation, building partnerships with countries and organisations across the globe. We work hand in hand with the European External Action Service and with our Member States to mobilise a strong Team Europe approach to ensure the impact of the EU agenda on the world stage. We also cooperate with our partners, setting policy agendas, taking initiatives and ensuring effective implementation of our actions for the ultimate benefit of people across the world.

The European Union's Global Gateway aims to accompany partner countries so that they reap the benefits of Europe's clean transition for their sustainable development and the clean transition of their economies. The Global Gateway's 360-degree approach goes beyond infrastructure and private sector support by applying five key principles— green and clean, democratic values, good governance, equal partnerships, and security—to tailor investments to specific contexts. The next Multi-Annual Financial Framework (2028-2035) will be key to the scale up of the Global Gateway. Therefore, DG INTPA is at a crucial juncture, developing an investment portfolio and financial instruments that will benefit both people and planet.

In this context, the mandate of Unit INTPA.F.2 is to support partner countries in developing investment opportunities and addressing challenges related to the environment and natural resources such as biodiversity, forests, land, water as well as the transition to a circular economy. Unit INTPA.F.2 is therefore in charge of the external dimension of the European Green Deal, the Clean Industrial Deal, and other EU policies for sustainable development.



WE PROPOSE

Unit F2 (Environment and Sustainable Natural Resources) of DG INTPA (International Partnership) is seeking to hire a policy and investment officer on water to work in a dynamic 20+ member team, working in a complex and fast-evolving environment.

The position will consist of the following responsibilities and main tasks:

Under the supervision of an official or a temporary agent, develop, promote and implement EU international partnerships on water with partner countries in the framework of Global Gateway. Provide thematic analysis, contribute to policy development, provide technical expertise and thematic support on investments in water infrastructures. Contribute to the development, implementation and evaluation of programmes, the assessment of pipelines of investment projects, the implementation of the 360° approach and the preparation of contracts, guarantees and blended finance operations in coordination with other services, MS and partner organisations. Engage with Members States, the private sector, European Financial institutions and other partners to build knowledge, promote the EU water agenda, identify sustainable finance solutions and build an investment pipeline. Manage the global programmes under your responsibility. Ensure coherence with the broader policy agenda. Ensure that highly qualitative analysis and inputs are provided at all stages of programmes development and implementation. Be ready to provide further support to colleagues according to the needs of the unit.

WE LOOK FOR

We are looking for a professional, with job-related professional experience of at least 3 year in the water and/or climate, environment and natural resources sector.

Job-related experience of at least 3 year in: i) Climate, Environment and Natural Resources with experience in the water sector including integrated water resource management ii) Financial instruments and Institutions incl. Banking with a focus on Investment /deal structuring, experience with startups, social ventures/impact ventures, investment funds, experience with EFSD+ and/or Blending Platforms and Facilities is highly relevant.

Two years' experience in International Partnerships, preferably in a partner country, in an EU delegation or Commission service which would be an asset. At least one year in Programme, Process and Project Management with contract management is essential, experience with or in an EU institution would be an asset. Finally, at least one year in policy development would be an advantage and a focus on European and/or international policy development in the water sector a further asset.

**Competences:**

- Strong analysis and problem-solving skills
- Good communicator
- Ability to work in a proactive and autonomous way and to deliver quality and results
- Capacity to prioritise and organise work efficiently and stress resistance.
- Strong ability to work in a team and share knowledge.

HOW TO EXPRESS YOUR INTEREST?

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 Chantal.MARIJNISSEN@ec.europa.eu and INTPA-F2@ec.europa.eu indicating the call for interest reference EC/2026/INTPA/164529 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 EU²
- AND have a satisfactory knowledge (minimum level B2)³ 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](#)⁴ candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best

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).

³ 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>).



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.

⁴ 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>



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.

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.