



## **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.



# Policy Analyst

## in DG RTD – European Commission

**Job title:** Policy Analyst

**Domain:** Science and research

**Where:** Unit RTD.G.2 – “Common Programme Analysis & Regulatory Reform”, Brussels

**Function Group:** FG IV

**Contract Type:** CA 3b

**Express your interest until:** 09.08.2026- 12.00 (noon, Brussels time)

### WE ARE

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A policy-relevant and stimulating team that drives the strategic analysis of the Framework Programme for Research and Innovation (R&I) – Horizon Europe – and supports the development of innovation-friendly legislation. We design the Framework Programme's impact assessments and evaluations, in line with the Commission's Better Regulation approach, and we draft the resulting Staff Working Documents and Commission Communications in cooperation with other Commission services. We also represent our DG in interinstitutional negotiations on the European Competitiveness Fund and the Budget Performance Framework.

We are a friendly and motivated team, which empowers its members. In particular, we:

- design and perform Horizon Europe evaluations and impact assessments;
- monitor the performance of EU R&I programmes by analysing the progress made towards achieving their objectives;
- explore the use of new methodologies and indicators to analyse the impact of the R&I Framework Programmes;
- coordinate the monitoring, evaluation and analysis virtual entity (MEAVE), where Commission services gather to develop analytical approaches to research and innovation policy;
- steer and support Commission services in assessing the impacts of legislation on innovation;
- promote regulatory learning and regulatory experimentation tools such as sandboxes
- represent our DG in interinstitutional negotiations on the Multiannual Financial Framework.



## **WE PROPOSE**

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A challenging, rewarding and visible position as a policy analyst in the area of research and innovation, with the overall aim of achieving a better evidence-based European research policy. The position has a strong analytical, policy and coordination dimension.

In particular, the colleague will work to design and implement the strategic analysis of public support to research and innovation along the full policy cycle, from impact assessments to evaluations and monitoring activities. They will also analyse the larger policy context in which the research and innovation programme operates.

The colleague will support the completion of the performance indicator framework of Horizon Europe, the “Key Impact Pathways”. They will help define the requirements for data collection and processing, working closely with data teams, policy units and external experts.

The colleague will also use programme monitoring tools and other info sources to prepare quantitative and qualitative policy analyses, studies and reports supporting the design, monitoring and evaluation of EU research and innovation policies. The analysis will be tailored to both internal and external audiences, helping to improve understanding of EU research and innovation programmes and to communicate the impact of EU-funded R&I on science, society, and the economy.

Finally, the new colleague will need to collaborate and facilitate work with key units from our Directorate-General and Executive Agencies to ensure that the setup of IT data tools take into account business needs and that our programme monitoring framework effectively feeds back to policy and programme design.

The new colleague will have the opportunity to publish their analyses on our [website](#) and present their work at conferences, workshops and interinstitutional meetings.

## **WE LOOK FOR**

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We are looking for a dynamic and proactive colleague with an analytical background who:

- has an interest in evidence-based research and innovation programming and policy;
- has good general knowledge of EU research and innovation policy and Better Regulation;
- has an interest in data-driven science communication;
- has expertise in performing quantitative and qualitative data analysis using statistical software;
- has experience in working with IT teams, in particular to set definitions and technical requirements;
- has good analytical, drafting and communication skills;
- can analyse and present complex policy analyses in a clear way and can propose solutions moving forward and implement them;
- is a good team player and fosters a positive working environment;



- can swiftly integrate into the team and work in a proactive and autonomous way;
- can promote cooperation with other units and DGs and with external interlocutors.

Previous experience with research and innovation projects, developing and implementing monitoring systems and indicators, and use of data analysis tools for large databases (including AI-based methods) is an asset.

## **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 to [RTD-G2-CA-APPLICATIONS@ec.europa.eu](mailto:RTD-G2-CA-APPLICATIONS@ec.europa.eu) by the publication deadline indicating the call for interest reference **EC/2026/RTD/505584** in the subject.

**No applications will be accepted after the publication deadline.**



## 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.

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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>).



### ➤ **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.

## **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).

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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>



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.