



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

Directorate-General Internal Market, Industry, Entrepreneurship and SMEs (DG GROW) of the European Commission

Selection reference: DG/COM/2026/1009

Domain*: ENTERPRISE and MARKETS / GOODS and SECTORAL POLICIES

Where: Unit GROW. H.2 – Machinery, Equipment and AI, Brussels

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

Grade range: AD5-AD7

Publication deadline: 27/07/2026 - 12.00 (Brussels time)

WE ARE

The Directorate General for Internal Market, Industry, Entrepreneurship and SMEs is working to uphold and manage the Single Market for goods and services, ensuring an open, seamless and resilient market, which is one of the cornerstones of European integration. The DG puts forward policies that support the competitiveness, growth and resilience of the EU economy, addressing strategic dependencies in supply chains and facilitating industrial transformation regarding digitalisation and decarbonisation. The DG works on the development of European harmonised standards and enhanced market surveillance to ensure high levels of safety and consumer protection, while contributing to a level-playing field for the EU industry.

DG GROW Unit H2 works to ensure the competitiveness and the smooth operation of the EU Single Market in a wide array of key manufacturing industries. Our work contributes to ensuring a high level of safety and environmental protection for the benefit of businesses and citizens. The sectors we follow represent nearly €2,300 billion in net turnover, 9.5 million direct jobs in over 550,000 companies (most of them SMEs and micro businesses) and more than €600 billion exports. Our portfolio includes more than 20 pieces of Single Market legislation that cover products under Machinery, Pressure Equipment, Radio Equipment including the 'Common Charger', Electromagnetic Compatibility, Low Voltage, Personal Protective Equipment, Gas Appliances, Metrology, Lifts and Cableways, Recreational Craft, Outdoor Noise, and Equipment in Explosive Atmospheres. We actively follow up on the competitive and technological developments of these sectors. We also work on emerging technologies such as Artificial Intelligence (AI), robotics (industrial, service and humanoid robotics), additive manufacturing, quantum and cloud technologies, from an industrial policy perspective. We foster cost-effective and innovative legislation and policy solutions, regularly monitoring the implementation of legislation and evaluating and revising such legislation with the support of various stakeholders (Member States, industry representatives, NGOs, European Parliament). An example of our work is the so-called Common Charger for smartphones and other mobile devices, which caught a lot of media attention when adopted. We play a key role in the development of European harmonised standards, managing more than 3,000 of those, and work with our stakeholders to constantly update them to the state of the art. We ensure coherence



between our legislation and international trade deals, participating in negotiations, and in the context of enlargement of the EU to new Member States. We also promote digital and accessibility solutions to reduce the use of paper (e.g. for instructions for use) having worked on the so-called Omnibus IV on digitalisation and common specifications. In the context of a new Machinery Regulation, we have captured the world's first AI rules for advanced machinery. We liaise with relevant Commission services and stakeholders (Member States, third country partners, EU institutions and bodies, industry, European standardisation organisations, notified bodies, civil society, etc.) in various fora.

The temporary agent position of Policy Officer is to provide technical (engineer), analytical and policy advice on some of the Single Market legislation managed by the unit, in this case Personal Protective Equipment and Outdoor Noise. The work involves monitoring the implementation of the existing legislation (e.g. through meetings of the dedicated expert groups) and if relevant evaluate it (e.g. organise a reality check for the Outdoor Noise Directive), provide technical guidance, reply to technical questions, contribute to the development of harmonised standards for the products covered by the legislation. The policy officer would be part of a multidisciplinary and highly motivated team, comprising engineers, lawyers, economists and computer scientists. The policy officer will work in a very good and cooperative working atmosphere with a respect for work-life balance.

WE PROPOSE

Unit GROW H.2 is seeking to hire a Policy Officer who would provide policy, analytical and technical advice on a Single Market legislation managed by the unit. In this context, the successful candidate shall:

- Manage the smooth implementation of Single Market legislation under the remit of the unit, more specifically the Personal Protective Regulation and Outdoor Noise Directive (e.g. analysing technical issues and queries, preparing technical guidance for the application of legislation, managing relevant expert groups, managing safeguard clauses, complaints, infringement procedures, notifications and issues related to transposition of the legislation by Member States);
- Carry out analysis and prepare policy and legislative initiatives, such as implementing and delegated acts, targeted amendments and revisions if and as relevant, including all the necessary preparatory work (manage studies, evaluations, impact assessments, consultations);
- Follow up issues related to certification and standardisation activities such as preparing standardisation requests, assessing standards, and preparing their publication, liaising and following up the work of European Standardisation Organisations and other relevant stakeholders for the development of standards;
- Represent the unit in meetings with other EU institutions (European Parliament, Council) and bodies, and interact with Member States and industry representatives in relevant fora (market surveillance authorities' meetings, notified bodies meetings, expert group meetings, ad hoc policy meetings, industrial dialogues, etc.);
- Contribute to regulatory cooperation with third countries, including screening of the legislation of EU candidate countries and WTO TBT matters;
- Follow up industry developments and provide relevant policy advice on actions promoting competitiveness of related industries;
- Contribute to launching, managing and monitoring of calls for proposals / tenders, evaluation and selection of projects



WE LOOK FOR

We are looking for a motivated colleague with a sense of initiative to join a highly committed and dynamic team. The candidate should have:

- A university degree in engineering and in international economic relations;
- At least 6 years of work experience related to engineering, including 5 years of experience related to the Single Market legislation;
- Experience related to standardisation activities;
- A keen interest in technological and economic developments;
- Ability to quickly analyse and present complex policy and technical issues, orally and in writing, with excellent drafting skills;
- A proactive approach, ability to work in teams and to collaborate with other DGs and stakeholders outside the Commission;
- A very good knowledge of English including drafting skills and the ability to speak in public. Operational working level of French and German will be an asset.



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 GROW-H2@ec.europa.eu indicating the selection reference GROW/COM/2026/1009 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.

➤ 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.