



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 Trade and Economic Security (DG TRADE) of the European Commission

Selection reference: TRADE/COM/2026/1051

Domain: Trade

Where: Unit TRADE C.4 – “Multilateral Trade and Sustainable Development Policy, Green Deal, Conflict Minerals”, Brussels

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

Grade range: AD5-7

Publication deadline: 14 July 2026 - 12.00 (Brussels time)

WE ARE

DG Trade and Economic Security has the task of conducting the EU trade policy, one of the exclusive competences of the EU. Trade policy plays a critical role in building global partnerships, enhancing the EU's economic competitiveness, and defending the EU from unfair trade practices and threats to its economic security.

Unit TRADE.C.4 "Multilateral Trade and Sustainable Development Policy, Green Deal, Conflict Minerals" aims to ensure that EU trade policies contribute to sustainable development in Europe and in our partner countries. The Unit is responsible for: trade-related aspects of EU sustainability policies; developing and coordinating the input of DG TRADE to EU sustainability legislation; defining the EU's position on trade and sustainable development issues in international fora; leading the implementation of the EU Conflict Minerals Regulation and co-leading (with DG GROW) the implementation of the EU Forced Labour Regulation.

WE PROPOSE

Unit TRADE.C.4 is seeking to hire a policy officer. The position involves working on a large variety of complex trade-related sustainability files in a pleasant, collaborative and intellectually stimulating environment.

The successful candidate will contribute to: enhancing policy coherence between internal sustainability policy development, notably measures under the European Green Deal, and the Union's trade policy; the development, adoption and implementation of the EU's climate measures (e.g. the Carbon Border Adjustment Mechanism, the Emissions Trading Scheme etc.) from a trade perspective; the EU's participation in international initiatives on trade and climate, including at the WTO, OECD, G7 and G20, as well as international climate initiatives such as the UNFCCC / Paris Agreement, the Climate Club and others, insofar trade-related issues are discussed.

The selected candidate will prepare research and policy documents, briefings, speeches, position papers or communication materials on sustainability issues; carry out financial procedures for the various projects under their responsibility; prepare, and represent the unit, DG TRADE and the



Commission at events with Member States, the European Parliament and other stakeholders, at meetings on the topics in her/his portfolio, as well as in negotiations and meetings with third countries.

WE LOOK FOR

We are looking for a highly qualified professional with very good knowledge of, and significant experience in trade and climate policy.

Essential prerequisites for the post include an extensive background in the EU's climate policies with an impact on trade (such as the Carbon Border Adjustment Mechanism and other measures in the Fit for 55 package) and significant experience with representing the European Union / European Commission in international climate fora, initiatives and negotiations relevant to trade (such as the UNFCCC Paris Agreement and COP-related work strands, the Climate Club etc.).

In addition, strong expertise on trade-related aspects of EU sustainability legislation, climate-related aspects of EU industrial policy and international trade negotiations would be significant advantages.

The successful candidate should have strong organisational skills, initiative, a sense of responsibility and the ability to set priorities and work autonomously. The ability to cooperate seamlessly with others and find common ground is essential. The candidate should also possess excellent analytical, drafting and communications skills, as well as the ability to review and provide rapid feedback on complex policy and legal documents and to find innovative solutions to technical or legal issues.

An excellent command of English is essential.



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 TRADE-C3C4@ec.europa.eu indicating the selection reference **TRADE/COM/2026/1051** 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 group 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.