



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 for Financial Stability, Financial Services and Capital Markets Union (DG FISMA) of the European Commission

Selection reference: FISMA/COM/2026/1375

Domain: Economics, Finance and Statistics

Where: Unit B1 - Savings and Investment Union (SIU), Brussels

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

Grade range: AD5-7

Publication deadline: 31.08.2026- 12.00 (Brussels time)

WE ARE

The successful candidate will work in a mid-sized team (about 15 colleagues) of dynamic and highly motivated professionals working on policy development and policy implementation for the flagship Commission project - Savings and Investment Union (SIU). The main task of the Unit is developing and delivering on SIU. As the work of the Unit extends beyond the files of DG FISMA, the successful candidate will also cooperate closely with colleagues from other parts of the Commission (e.g., DG TAXUD, DG JUST, DG EMPL, DG EAC, DG ECFIN, Legal Service), as well as, where relevant, with the representatives of the Member States and the European Parliament. The work rests on strong own initiative and an ability to work across different and complex policy files. Essential parts of the role are carried out in teams, in close collaboration with other members of the Unit and with other colleagues outside the Unit.

WE PROPOSE

An exciting opportunity to join a dynamic and committed team at the centre of one of the European Commission's flagship priorities: the Savings and Investments Union. We are looking for a very experienced policy officer with strong expertise in EU policy-making and interinstitutional relations, who can be instrumental in driving complex negotiations - and support the strategic development of the Savings and Investments Union agenda.

The successful candidate will play a central role in coordinating and advancing the unit's work, with a particular focus on: steering and supporting the negotiations on the market integration and supervision package;

preparing the mid-term review of the Savings and Investments Union strategy; contributing to work on the links between the Savings and Investments Union and national reforms; and contributing to work on the links between the Savings and Investments Union and the future Multiannual Financial Framework.

The post requires a strong capacity to anticipate, steer and coordinate work across DG FISMA, while also ensuring close cooperation with other Commission services on the many cross-cutting policy issues relevant to the Savings and Investments Union as well as maintaining close ties with other Institutions and the political level. In particular, the successful candidate will help strengthen the links between the Savings and Investments Union and other key EU policy priorities, including competitiveness, economic and fiscal policy coordination, competition policy, investment policy, EU budgetary instruments, and the financing of strategic sectors of the economy. The job will involve substantial coordination work, both within DG FISMA and across the Commission, to ensure coherent policy development and effective delivery of the SIU agenda. This includes contributing to cross-cutting reflections on how the Savings and Investments Union can support broader EU objectives through reforms at national and Union level.



WE LOOK FOR

The Unit is looking for a highly motivated and senior colleague with a strong background in European economic and financial affairs, EU policy-making, and interinstitutional relations.

The ideal candidate should comply with following essential criteria:- at least 12 years of professional experience in European economic and financial affairs;- extensive experience in Union policy-making and legislative negotiations, including the design, and steer of negotiating strategies on legislative files under the ordinary legislative procedure;- extensive hands-on experience of negotiation in the Council and interinstitutional settings, ideally at both technical and political levels, for example at the level of Council Working Parties, COREPER, and the Council of Ministers;- ability to provide clear strategic advice, anticipate negotiating dynamics and ensure effective coordination across services and policy areas;- excellent analytical, drafting, coordination and communication skills- the ability to handle sensitive files with discretion, work effectively under pressure, manage multiple priorities, build strong working relationships within the Commission and with other EU institutions and stakeholders; and- strong judgement, political sensitivity, initiative, and the ability to link technical issues to broader strategic and policy objectives. Previous experience in the following areas would be a strong advantage: - working on EU economic and financial affairs in a national and / or EU administration;- working on EU budgetary and financial instruments, including negotiations related to the Multiannual Financial Framework;- working on Capital Markets Union monitoring, the European Semester, economic security, competition policy and the financing of priority sectors.

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

FISMA-B1-RECRUITMENTS@ec.europa.eu indicating the selection reference FISMA/COM/2026/1375 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.