



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 Officer

in DG RTD – European Commission

Job title: Policy Officer

Domain: Science and Research

Where: Unit RTD.D.3 – Health & Societal Transitions, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 04.09.2026 – 12.00 (noon, Brussels time)

WE ARE

The RTD D3 Unit “Health and Societal Transitions” contributes to the performance and effectiveness of healthy and fair societies, by shaping and coordinating evidence-based R&I policies. The Unit ensures that R&I policies and programmes, especially Horizon Europe, support the EU policy objectives in health and social transitions, notably in demographic change, inter-generational fairness, mental health, migration, socio-economic and inclusion issues. To accomplish this, the Unit taps into the full potential of the Social Sciences and Humanities (SSH), especially in the frame of R&I interdisciplinarity and SSH integration under Horizon Europe (e.g. the Horizon Europe SSH integration report).

The Unit delivers the programming of the current EU R&I program (Horizon Europe Clusters 1 and 2) and future EU-level R&I initiatives; stakeholders’ engagement activities, policy coordination and administrative services for the DG RTD’s People: Health and Society’ Directorate.

In all its activities, the unit takes into account and influence developments in the Member states (public and private sectors) and on the international scene and ensures synergies with other funding programmes and policy initiatives.

WE PROPOSE

An impactful and varied role as policy officer, who is committed to deliver to a wide range responsibilities of the unit.

Firstly, the policy officer is tasked to perform analysis and to provide assistance in research and innovation policy making, as well as policy developments in the fields of societal transitions, social sciences and humanities (SSH), socio-economic transformation and societal challenges. You will be asked – often at short notice – to provide strategic advice, where you present complex issues in a non-technical and comprehensible way. This could mean preparing policy papers, technical documents, briefings, presentations and reports.



The policy officer will design and implement actions that support the translation between the EU R&I project portfolio, policymaking and (future) European R&I programming activities. In close cooperation with other EC services and with the EC's implementation agencies for the European R&I programs, you will analyse results and impacts of R&I programmes and projects (within the scope described above) in relation to their contribution to policymaking. This includes organising meetings and workshops with Member States, stakeholders and external experts.

The policy officer contributes to the unit's general coordination tasks (procurement, planning, reporting, etc). You will be expected to be resourceful and self-starting, and you will be surrounded by 24 experienced colleagues who greatly value team spirit and supporting each other.

WE LOOK FOR

The successful candidate should demonstrate:

- A state-of-the art knowledge in SSH and social transitions, obtained by a minimum of 3 years working in research and innovation in these areas, or alternatively / complemented by policy development in these areas. A broader interest and / or experience in technology governance and in transitions associated with healthcare and resilience are an asset.
- At least 9 months' experience in EU-funded research and innovation in societal transitions, SSH and societal challenges.
- A proven ability to analyse and / or assess data and information (using AI and other tools) to monitor and assess political, technological, socio-economic and scientific trends for informing R&I policymaking in the areas listed above.
- Excellent drafting skills in English to prepare and / or coordinate working papers, briefings, presentations and other materials for distinct internal and external users.
- A structured, systematic and thorough approach to work; curiosity, flexibility, ability to prioritise and adapt to (evolving) deadlines.
- A strong sense of initiative and very good inter-personal and networking skills.
- A great motivation to work in a team and to share knowledge and know-how.

Please note that the vacancy needs to be filled as soon as possible. Candidates who demonstrate that they have the possibility to fill the role at short notice, will have an advantage.

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 RTD-D3-CA-APPLICATIONS@ec.europa.eu indicating the call for interest reference EC/2026/RTD/168501 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.

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://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>).



➤ **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 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).

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>



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.