



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.



PROJECT MANAGER – STRATEGIC COMMUNICATION

Directorate-General Enlargement and Eastern Neighbourhood (DG ENEST) of the European Commission

Selection reference: ENEST/COM/2026/1673

Domain*: External Relations

Where: Unit ENEST.01 – Strategic Cooperation and Communication, Brussels

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

Grade range: AD5-AD7

Publication deadline: 29.09.2026 – 12.00 (Brussels time)

*: please use one of the standardised domains that can be found [here](#)

WE ARE

The Strategic Coordination and Communication Unit of the Directorate-General for Enlargement and Eastern Neighbourhood (DG ENEST) is responsible for managing the DG's external, internal and corporate communication activities, including social media, communication campaigns, press releases, lines to take and other communication assets, and relations with the Spokesperson's Service. It supports geographic units in developing and implementing strategic communication strategies and is the focal point for matters relating to Foreign Information Manipulation and Interference (FIMI), including disinformation targeting ENEST policies. On the interinstitutional side, it manages relations with the European Parliament and the committees. It coordinates legislative processes and serves as the central point for briefings and speeches. Finally, it ensures general policy coordination on global issues, including relations with the UN, with third countries, G7/G20, and Strategic Foresight.

WE PROPOSE

The proposed position is to manage strategic communication projects and programmes promoting Enlargement and Eastern Neighbourhood policies in partner countries falling under DG ENEST's remit. The position will consist of designing, tendering, and managing communication contracts and campaigns to support EU objectives in the region; coordinating with geographic units on strategic communication, and advising on the visibility of EU funds and cooperation projects; supporting and ensuring coordination with EU Delegations on communication aspects of programme/project implementation and work plans, in line with DG ENEST priorities; and establishing and maintaining regular contacts with partner governments, institutions, and nongovernmental actors on strategic communication and engagement. The role involves close coordination with senior management, geographic directorates, DG COMM and other Commission services, the European External Action Service, EU Delegations, and external stakeholders.



WE LOOK FOR

It is essential to have the following professional experience and competences:

- Minimum 5 years of professional experience in strategic communication related to EU external action, including significant field-based experience in Enlargement and Neighbourhood partner countries. (Ideally, the candidate should have worked in/for at least 3 out of 6 priority countries.) In addition, the ideal candidate will have experience working on strategic communication in a Brussels headquarters environment, coordinating with multiple institutional stakeholders and contributing to communication policy development. Proven ability to design and implement strategic communication approaches based on audience analysis, perception research, behavioural insights, or information environment assessments.
- Minimum 10 years of experience developing and managing EU-funded cooperation programmes and projects, which must include large, multi-country communication contracts.
- At least 3 years of hands-on experience in designing, tendering, and managing large-scale campaigns with significant financial responsibility, encompassing audience segmentation, targeted message delivery, and results monitoring. Proficiency in contract management procedures and related IT tools is essential.
- Minimum 5 years of experience in communication on Enlargement and Eastern Partnership topics, with thorough knowledge of Enlargement and Eastern Partnership policies.

The following would be considered an advantage:

- Demonstrated experience advising senior management and engaging with high-level institutional, governmental, or diplomatic stakeholders;
- Proven track record in managing large-scale public communication campaigns and events involving multiple stakeholders and significant public outreach;
- Experience with contracts under crisis declarations is a strong advantage;
- Experience with confidential contracts is an asset.

The position requires a high degree of autonomy and responsibility, which includes representing the Commission in meetings with partner governments and non-governmental stakeholders. It also involves close coordination and regular interaction with the Cabinet of the Commissioner for Enlargement, with geographic teams in the Directorate-General for Enlargement and Eastern Neighbourhood, with the Commission's Spokesperson's Service and other Commission services in the preparation communication products. The DG values and promotes cross-sectoral work. The jobholder may therefore be called to contribute to various tasks and projects in line with the needs of the unit, the directorate or the DG, as guided by the DG's political priorities.



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 ENEST-01-APPLICATIONS@ec.europa.eu indicating the selection reference **ENEST/COM/2026/1673** in the subject. **NB:** Due to the large volume of applications we may receive, only candidates selected for the next step of the selection phase will be notified.

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.

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. Candidates are required to undergo a security vetting that is conducted with the national administration of the Member State.

➤ 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.