



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 INTPA of the European Commission

Job title: Policy Officer - Investment, Entrepreneurship, MSME and Trade Finance

Domain: International Cooperation and Development

Where: Unit INTPA E.2 – Trade, Investment Climate, Entrepreneurship & Value Chains, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 14.10.2026 - 12.00 (noon, Brussels time)

WE ARE

The mission of the Directorate-General for International Partnerships (DG INTPA) is to contribute - in the context of the European Union's external relations - to sustainable development, the eradication of poverty, peace and the protection of human rights, through international partnerships that uphold and promote European values and interests. Under the geopolitical ambition and political guidelines set by the President of the European Commission, DG INTPA leads on international cooperation, building partnerships with countries and organisations across the globe.

Unit E2 (Trade, Investment Climate, Entrepreneurship & Value Chains) of DG INTPA contributes to the ambitions of the Global Gateway (GG) strategy and its implementation notably to deliver on key regional flagships, securing critical value chains, coordination with export credit agencies as well as promotion of enhanced investment climate and trade facilitation environment.

WE PROPOSE

Unit E2 (Trade, Investment Climate, Entrepreneurship & Value Chains) of DG INTPA is seeking to hire a programme and investment Policy Officer on entrepreneurship, SME and Trade Finance to join a dynamic 20+ member team, working in a complex and fast-evolving environment.

The Policy Officer will be working with the Entrepreneurship and MSME Finance team while supporting the Trade and Investment Climate team on specific priorities. The Policy Officer will notably support the management of the Team Europe Initiative 'Investing in Young Businesses in Africa' (TEI IYBA) and related programmes in Sub-Saharan Africa but also other regions. She/He will also provide thematic expertise and contribute to the development and implementation of policies and interventions in the areas of private sector development, MSME support and trade finance.

The position will consist of the following responsibilities and main tasks:

- Develop, promote and implement EU international partnerships on entrepreneurship, access to finance, support for micro-, small and medium-sized enterprises (MSMEs) and trade

(Reference: Call for interest **INTPA/FGIV/523293**)



finance with partner countries in the framework of Global Gateway.

- Contribute to policy development, provide technical expertise and thematic support on these topics.
- Contribute to the development, implementation and evaluation of programmes, the development and assessment of pipelines of investment projects and contracts, guarantees and blended finance operations in coordination with other services, EU member states, Development Financial institutions and private sector organisations.
- Design and manage thematic programmes and blending projects.
- Engage with members states, the private sector, European Financial institutions and other partners to build knowledge, promote entrepreneurship, SME and trade finance and build an investment and programme pipeline.
- Support of EU Delegations and headquarters' services.

WE LOOK FOR

We are looking for a professional, with job-related professional experience of at least 5 years in entrepreneurship, access to finance for MSMEs and/or SME & trade finance.

Experience working in/with development finance institutions, investment and financial services companies, investment/impact funds, private capital providers (e.g. foundations, philanthropies, networks) and/or entrepreneurship support organisations is required.

Experience designing and managing innovative financial instruments such as guarantees, blending, equity, concessional loans, or trade finance products, benefiting to MSMEs in partner countries would be a strong asset. Experience in the structuring and implementation of EFSD+ financial instruments, budgetary guarantees would be an advantage.

Additional job-related experience in international cooperation and development: i) of at least 3 years in programme / project management. Experience with EU funded programmes and instruments would be an asset; ii) of at least in international partnerships and/or external relations, with experience working in/with a partner countries; iii) experience in an EU Delegation, Commission or EU Member States services would be an advantage; iv) Knowledge of job-related EU policies would be an asset.

Languages: English (C1); French (B1).

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 europa CV
 2. completed application form.

Please send these documents by the publication deadline to INTPA-E2@ec.europa.eu indicating the call for interest reference **INTPA/FGIV/523293** 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.

➤ 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

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



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.

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>



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).

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.