



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

Selection reference: FISMA/COM/2026/1546

Domain*: Financial Markets

Where: Unit E.5 – Sanctions, Brussels

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

Grade range: AD5-7

Publication deadline: 17/09/2026 – 12.00 (Brussels time)

WE ARE

The sanctions unit consists of a team of dedicated, enthusiastic and highly co-operative colleagues. The core business of the unit is to design and negotiate, in a fast and flexible manner, one of the most visible and active foreign policy tools: sanctions. The unit builds bridges between, on the one hand, the political decisions taken by the European Council and the Council of the EU, and, on the other hand, the EU internal market. The unit plays a crucial role in translating the European Commission's political priorities into action, in line with the EU's Global Strategy for Foreign and Security Policy (CFSP). In addition, the unit is responsible for the legal application of the Blocking Statute, the EU's main tool against extra-territorial sanctions of third countries. The unit works in close cooperation with other Commission services, as well as with the European External Action Service (EEAS) and the Council. Externally, the unit is in contact with Member States, economic operators, third countries and international actors, such as the United Nations or multilateral development banks. The environment is thriving and stimulating, and we frequently experience high workloads.

WE PROPOSE

A dynamic, challenging and rewarding work environment.

A varied job carried out with a wide range of partners inside and outside of the EU.

An opportunity to learn and grow in accordance with the needs of the job.

The new colleague will take an active role in shaping and implementing the Commission's priorities in the area of sanctions policy.

S/he will prepare proposals for Council and/or Commission Regulations on sanctions and negotiate their adoption in Council; support uniform sanctions implementation through dialogue with Member States and stakeholders, drafting and issuance of Commission Guidance Notes and Opinions; monitor sanctions enforcement by the Member States, and monitor and assess the effects of sanctions.

S/he will represent the unit in different internal/external fora in the EU, third countries and with the UN, including during missions, conferences and outreach events.



The new colleague will also work on horizontal issues, such as access to documents, data protection issues, expert group management, advice to candidate countries on sanctions issues, etc. S/he will also work on topics related to the circumvention of EU restrictive measures, including via third countries. Due to the current international context, it is likely that a substantial part of the recruited colleague's workload will be related to the EU sanctions concerning the Russian invasion of Ukraine.

WE LOOK FOR

An outstanding candidate with...

- at least three years of relevant professional experience;
- a solid legal background;
- experience in or knowledge of EU external relations, international affairs, or sanctions policy; and solid knowledge of general EU policies and institutional functioning;
- proven experience in policy/strategy-related tasks (drafting guidance/concept notes, critical analysis of reports etc.);
- ability to coordinate decision-making processes;
- proven experience in organization of Commission expert groups and/or participation in Council Working Groups;
- very good interpersonal skills and capacity to interact with colleagues within the unit and from outside, and to maintain professional, meaningful contacts with external stakeholders;
- ability to work autonomously and proactively, while forming part of a very close-knit, dynamic and hard-working team;
- capacity to ensure high quality, speed, accuracy and timeliness in performing a diversity of tasks in a complex, multicultural environment often under time pressure;
- sense of initiative and well-developed political judgement;
- readiness to perform missions.

Excellent drafting and communication skills in English are essential; good German is an advantage, as is knowledge of other languages.

Experience in or knowledge of financial matters related to asset freeze and/or EU policies related to media and intellectual property would be important assets.

All members of the Unit must hold a valid security clearance certificate. In the absence thereof, the selected official will need to require the certificate immediately after recruitment.



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-E5-RECRUITMENTS@ec.europa.eu indicating the selection reference FISMA/COM/2026/1546 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.

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.

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).



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. 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.