

Directorate-General for Enlargement and Eastern Neighbourhood (DG ENEST)

Publication of a vacancy for the function of Adviser – Connectivity

(Temporary Agent – grade AD13)

(Article 2(b) of the Conditions of Employment of Other Servants (CEOS) of the European Union)

COM/2026/10487

We are

The European Commission is organising this selection procedure for the possible recruitment of a temporary agent to fill the post of Adviser – Connectivity in the Directorate-General for Enlargement and Eastern Neighbourhood (DG ENEST).

The Directorate-General for Enlargement and Eastern Neighbourhood (DG ENEST) leads on the EU's neighbourhood and enlargement policies and works closely with the European External Action Service (EEAS), the line Directorates-General and the International Financial Institutions. By implementing funding actions in Europe's eastern neighbourhood, DG ENEST supports reform and democratic consolidation, and strengthens the prosperity, stability and security around Europe. In the enlargement area, DG ENEST assists those countries with a perspective to join the EU in meeting the criteria defined by the Treaty of European Union and the European Council. DG ENEST manages the bilateral relations of the Union with candidate and potential candidate countries on their path to the EU, frontloading reforms on rule of law, economic governance and public administration reform. Our efforts are in the political spotlight within the Commission, Europe and internationally, and have acquired their position at the core of the new Commission's political priorities due to an evolving geopolitical and geo-economic context.

The mission of Directorate ENEST.C 'Neighbourhood East & Türkiye' is to contribute to the implementation of the EU cooperation frameworks in the Eastern Neighbourhood, through the design of assistance and the mobilisation of Commission instruments and resources, notably in order to project EU values and policies in this region. It assists countries with a perspective to join the EU and contributes to developing the EU's special relationship with its neighbouring countries in the East, with a view to improving conditions for a sustainable economic, social and environmental development, promoting democracy, the rule of law, good governance and the respect of human rights. In this context, the Directorate supervises and guides the implementation of financial assistance by the EU Delegations under devolved management and implements multi-country or regional programmes. The Directorate plays a key role in coordinating and implementing the Connectivity Agenda.

We propose

We propose an interesting and challenging position of Adviser for Connectivity to the Director ENEST C to support the Director in:

- Providing strategic policy guidance in key areas under the Directorate's remit,
- Ensuring coherence across policy initiatives and instruments,
- Supporting high-level engagement with institutional and external stakeholders,
- Coordinating and supporting the work of the Connectivity Agenda Platform Secretariat and contributing to regional cooperation and coordination objectives under the Connectivity Agenda.

Strategic Policy Advice

- Advise on policy developments related to connectivity and regional cooperation.
- Contribute to defining strategic orientations and priorities of the Directorate.
- Ensure coherence between policy objectives, regulatory developments, and implementation tools.

Coordination and Policy Steering

- Support coordination of cross-cutting initiatives within the Directorate and across DG ENEST.
- Contribute to aligning policy, programming, and investment-related activities.
- Provide input into strategic planning and internal coordination processes.

High-Level Stakeholder Engagement

- Support the Director's interaction with EU institutions, partner countries' authorities, international organisations and financial institutions.
- Facilitate multi-stakeholder dialogue; organise and lead regular consultations, working groups, and high-level meetings with partner countries, EU Member States, international financial institutions (IFIs), private sector actors, and other relevant stakeholders.
- Prepare and contribute to high-level meetings and events.

Briefings and Strategic Communication

- Serve as the main point of contact between the Connectivity Agenda Platform, EU institutions, and regional stakeholders to streamline communication and resolve bottlenecks.
- Contribute to the preparation of key policy documents and reporting.
- Support the overall communication and positioning of Directorate C priorities.

We look for (selection criteria)

Candidates should have:

Personal qualities:

- Excellent interpersonal and communication skills (both orally and in writing) in order to communicate efficiently and fluently with internal and external stakeholders.
- Ability to effectively represent the Commission in external fora, including international meetings, conferences and other public events.
- Strong conceptual and strategic skills with the capacity to anticipate and interpret complex situations , as well as possessing sound political judgement.

Specialist skills:

- Very good knowledge of the Financial Regulation of the EU and the financial management and procurement procedures in the EU institutions.
- Excellent knowledge of Commission's procedures, institutional issues and a strong understanding of the political environment concerning the EU's Connectivity Agenda as well as the enlargement and eastern neighbourhood policy context, experienced through senior advisory functions.
- Experience in the field of intra and inter-institutional or external relations.
- Very good knowledge of the governance structures of the Commission, in particular in the domains of Energy and Digital Policy and especially on EU transport policies and TEN-T.
- Very good understanding of the Commission's political priorities and of DG ENEST policies in particular with view to connectivity.

Advisory skills:

- Experience in analysing and implementing efficient and effective external policies and experience in working with politically sensitive issues.
- Capacity to think creatively, to identify strategies and to translate them into practical and realistic solutions.
- Ability to present complex technical issues in a convincing manner to internal and external stakeholders.
- Capacity to coordinate, negotiate and represent, including at international level and in multilateral settings.
- Substantial experience in engaging with connectivity stakeholders, specifically within the realm of transport, including interactions at a ministerial level or similar levels within international organisations and financial institutions, including a distinguished track record in the execution of international agreements and the development of multilateral strategies.
- Ability to build and maintain networks with internal and external stakeholders plus the ability to support and coordinate complex organisational settings, comparable to a Secretariat of an international body.

Candidates must (eligibility requirements)

Candidates must satisfy the requirements set out in Article 12 of the Conditions of Employment of Other Servants of the European Union CEOS¹.

Candidates will only be considered for the selection phase on the basis of the following formal requirements to be fulfilled **by the deadline for applications**:

- Nationality: candidates must be a citizen of one of the Member States of the European Union.
- University degree or diploma: candidates must have:
 - either a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is 4 years or more;
 - or a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least 1 year when the normal period of university education is at least 3 years (this one year's professional experience cannot be included in the postgraduate professional experience required below).

Only diplomas that have been awarded in EU Member States or that are the subject of equivalence certificates issued by the authorities of one of these Member States shall be taken into consideration.

- Professional experience: On the closing date for the submission of applications set by this notice, candidates need to show, in addition to the qualifications required above, a professional experience of at least 15 years, gained after obtaining the diploma required for admission to the selection procedure.²
- Languages: Under point (e) of Article 12(2) of the Conditions of Employment of Other Servants candidates must have a thorough knowledge of one of the EU languages³ and a satisfactory knowledge of another of the EU languages.
- Age limit: Candidates must not have reached regular retirement age, which for temporary agents of the European Union is defined as being the end of the month in which the person reaches the age of 66 (see Article 47 of the Conditions of Employment of other Servants)⁴.

¹ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140501>

² Professional experience is only taken into consideration if it represents an actual work relationship defined as real, genuine work, on a paid basis and as employee (any type of contract) or provider of a service. Professional activities pursued part-time shall be calculated pro rata, on the basis of the certified percentage of full-time hours worked. Maternity leave / parental leave / leave for adoption is taken into consideration if it is in the framework of a work contract. PhDs are assimilated to professional experience, even when unpaid, but for a duration of three years maximum, provided that the PhD has been successfully completed. A given period may be counted only once.

³ <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01958R0001-20130701&qid=1408533709461&from=EN>

⁴ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140701>

Selection process

The selection will be conducted according to the European Commission's selection procedures (Commission Decision of 7 June 2016 concerning the function of adviser C(2016) 3214)⁵, applicable by virtue of Article 15(3) of Commission Decision C(2025) 4716, of 16 July 2025, laying down general implementing provisions for the engagement and use of temporary agents⁶.

Alongside the present external publication, this function is also published by the European Commission internally under Article 29 (1) (a) (i) and (iii) of the Staff Regulations as well as inter-institutionally under Article 29 (1) (b) of the Staff Regulations.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials and officials from other Institutions have priority.⁷ Pursuant to Article 14 of Commission Decision C(2025) 4716, the engagement of a temporary agent will solely be made if no suitable official from the Commission or from other Institutions is identified.

There will be two separate, successive stages of the procedure:

1. Preselection

As part of this selection procedure, the European Commission sets up a pre-selection panel.

The pre-selection panel is composed in accordance with the Commission Decision of 7 June 2016 concerning the function of adviser C(2016) 3214).

This panel analyses all applications, proceeds with a first eligibility verification and identifies candidates having the best profile in view of the selection criteria mentioned above, and who may be invited for an interview with the pre-selection panel.

In order to enable the pre-selection panel to decide on the admission of the applications, **candidates are requested to clearly indicate in the CV:**

- for the studies: the start and end date, the normal length of the complete cycle and the exact title of the diploma obtained;
- for the professional experiences: the start and end date of each experience and exact nature of the functions, detail the number of staff and size of budget managed.

2. Selection

Following the interviews, the pre-selection panel draws up its conclusions and proposes a list of candidates for a further final interview with the Director-General and the Rapporteur appointed for the selection procedure in order to be assessed and compared objectively and impartially on the basis of their qualifications, professional experience and knowledge of languages, as set out in this notice. The Rapporteur ensures transparency and due process throughout the procedure.

Taking account of the results of the interview the Director-General takes the final appointment decision.

⁵ https://commission.europa.eu/document/download/eb910150-1a86-4e35-9adc-06a193f7d83b_en?filename=C_2016_3214_F1_COMMISSION_DECISION_EN_V3_P1_846272.pdf

⁶ https://commission.europa.eu/document/download/a0c42654-bd5d-4fa6-8fba-613603da63f5_en?filename=commission-decision-temporary-agents-c-2025-4716-en.pdf

⁷ Officials from the Commission or other Institutions should apply standard channels (Sysper or inter-institutional vacancy portal)

Supporting documents

Candidates may be requested to provide, at any moment of the procedure, the following official supporting documents confirming the information stated in their CV and motivation letter.

- Copy of a document proving citizenship (identity card or passport);
- Copy of the diploma(s) or certificate(s) of the required level of education;
- Employment certificates proving the length of professional experience.

These documents must clearly show the start and end date and continuity of each of the periods of professional experience to be counted for this selection procedure. For this purpose, candidates should produce employment certificates from their former employers and current employer. Where that is not possible, copies of the following documents, for example, will be accepted: employment contracts, accompanied by the first and last pay slips and the final monthly pay slip for each intermediate year in the case of a contract of more than one year, official letters or acts of appointment, accompanied by the final salary slip, employment records, tax declarations.

Failure to provide those documents within the deadline set in the request may lead to the exclusion from the selection.

Candidates invited to the final interview will be required to make a declaration of commitment to act independently in the public interest and to declare any interests, which might be considered prejudicial to their independence.

Appointment

The selected candidate must have fulfilled any obligations imposed by law concerning military service, produce appropriate character references as to their suitability for the performance of their duties and be physically fit to perform their duties.

The selected candidate should hold, or be in the position to obtain, a valid security clearance certificate from their national security authority. A personal security clearance is an administrative decision following completion of a security screening conducted by the individual's competent national security authority in accordance with applicable national security laws and regulations and certifying that an individual may be allowed to access classified information up to a specified level. (Note that the necessary procedure for obtaining a security clearance can be initiated on request of the employer only, and not by the individual candidate).

Until the personal security clearance has been granted by the Member State concerned and the clearance procedure completed with the legally required briefing from the European Commission's Security Directorate, the candidate will not be able to access EU Classified Information (EUCI) at the level of CONFIDENTIEL UE/EU CONFIDENTIAL or above, nor attend any meetings at which such EUCI is discussed.

Equal opportunities

In accordance with Article 1d of the Staff Regulations, the European Commission pursues a strategic objective of achieving gender equality at all management levels and applies an equal opportunities policy encouraging applications that could contribute towards more diversity, gender equality and overall geographical balance.

Conditions of employment

The successful candidate may be offered a temporary contract under Article 2(b) of the Conditions of Employment of Other Servants (CEOS) of the European Union in accordance with the Commission Decision of 16 July 2025 C(2025) 4716 laying down general implementing provisions for the engagement and use of temporary agents.

The duration of the initial contract will be four years, with the possibility of one renewal for a maximum of two years.

The maximum duration of the contract will also take account of the relevant provisions in the Commission Decision of 28 April 2004 C(2004)1597/6 on the maximum duration of recourse to non-permanent staff (seven years over a twelve-year period), as amended.

The salaries and conditions of employment are laid down in the Staff Regulations.

The successful candidate will be engaged as a temporary agent at grade AD13 and will be classified in step 1 or step 2 within that grade depending on the length of previous professional experience.

Applicants should note the requirement under the Staff Regulations for all new staff to complete successfully a nine-month probationary period.

PLACE OF EMPLOYMENT: Brussels

LEVEL: AD13

Independence and declaration of interests

Before taking up their duties, the selected candidate will be required to make a declaration of commitment to act independently in the public interest and to declare any interests, which might be considered prejudicial to their independence.

Important information for candidates

Candidates are reminded that the work of the selection panels is confidential. It is forbidden for candidates to make direct or indirect contact with their individual members or for anybody to do so on their behalf. Any query has to be addressed to the secretariat of the respective panel.

Protection of personal data

The Commission will ensure that candidates' personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council⁸. This applies in particular to the confidentiality and security of such data.

Application procedure

Before submitting your application, you should carefully check whether you meet all eligibility requirements ('Candidates must'), particularly concerning the types of diploma, professional experience as well as linguistic capacity required. Failure to meet any of the eligibility requirements means an automatic exclusion from the selection procedure.

⁸ [Regulation \(EU\) 2018/1725](#) of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39).

If you want to apply, you must register via the Internet on the following website and follow the instructions concerning the various stages of the procedure:

<https://europa.eu/!NCKMBd>

You must have a valid e-mail address. This will be used to confirm your registration as well as to remain in contact with you during the different stages of the procedure. Therefore, please keep the European Commission informed about any change in your e-mail address.

To complete your application, you are required:

- a) to provide a **Curriculum Vitae (CV)** PDF format, preferably using the Europass CV format⁹;
- b) to fill out, online, a **letter of motivation** (maximum 8 000 characters).

Your CV and your letter of motivation may be submitted in any of the official languages of the European Union.

It is in your interest to ensure that your application is accurate, thorough and truthful.

Once you have finished your online registration, you will receive an electronic mail confirming that your application has been registered. **If you do not receive a confirmation mail, your application has not been registered!**

Please note that it is not possible to monitor the progress of your application on-line. You will be contacted directly by the European Commission regarding the status of your application.

Applications sent by e-mail will not be accepted. If you require more information and/or encounter technical problems, please send an e-mail to:

HR-MANAGEMENT-ONLINE@ec.europa.eu

It is your responsibility to complete your online registration in time. We strongly advise you not to wait until the last few days before applying, since heavy internet traffic or a fault with your internet connection could lead to the online registration being terminated before you complete it, thereby obliging you to repeat the whole process. Once the deadline for the submission of registrations has passed, you will no longer be able to introduce any data. Late registrations will not be accepted.

Closing date

The closing date for registration is **31/07/2026, 12.00 noon Brussels time**, following which registration is no longer possible.

⁹ You can find information on how to create your Europass CV online at: <https://europa.eu/europass/en/create-europass-cv>