

## **Directorate-General Agriculture and Rural Development (DG AGRI)**

Publication of a vacancy for the function of

Deputy Director-General in charge of Directorates F, H and I (AGRI.DDG3)

(Grade AD 15)

(Article 29(2) of the Staff Regulations)

COM/2025/10465

### **We are**

The mission of Directorate-General for Agriculture and Rural Development (DG AGRI) and its staff is to support and promote a knowledge and evidence-based green and digital transition towards a sustainable, competitive, and resilient EU agriculture, rural areas and food systems.

Within these global objectives, the Deputy Director-General and the three Directorates under their responsibility are in charge of:

- Communicating the Common Agricultural Policy to the general public, stakeholders, media, policy-makers and specialists and promote EU agricultural products while increasing awareness of EU quality labels and Union production methods, on the internal market and in third countries.
- Developing and upscaling knowledge and innovations through EU research and innovation policy (Horizon 2020/Horizon Europe).
- Maintaining and strengthening the geographical indications system for agricultural products, foodstuff, wines and spirit drinks.
- Contributing to improve Member States' governance systems in the area of agriculture and rural development in line with the performance-based model under the CAP 2023-2027.
- Providing the Commission with reasonable assurance that expenditure financed by the EU in the area of agriculture and rural development has been spent in conformity with EU rules so as to protect the EU financial interests.
- Providing sound legal advice and assistance to the services of DG AGRI, controlling the transposition and application of agricultural legislation in Member States, handling access to document requests and coordinating the decision-making procedures on CAP-related acts.
- Finally, the Deputy Director-General is also responsible for implementing the Commission's annual programming cycle and for ensuring a well-functioning internal control system and maintaining effective and regular dialogue and co-operation channels with other EU institutions and bodies and with stakeholders and civil society.

The three Directorates comprise 10 units in total with about 280 staff members.

### **We propose**

A challenging position as Deputy Director-General responsible for Directorates AGRI.F 'Outreach, Research and Geographical Indications', AGRI.H 'Assurance and Audit' and AGRI.I 'Legal, Procedural and Inter-Institutional Affairs' who will lead, steer and supervise the activities of these services.

The successful candidate will support the Director-General in the overall strategic orientation and management of the Directorate-General, contribute to the definition and implementation of the overall policy strategy and replace the Director-General when and where needed.

The Deputy Director-General will work under the operational and political guidance of the Director-General and will have the following functions and duties:

- Defining strategies and steering policy developments;
- Leading and providing guidance and support to the Directors and Heads of Unit under his/her responsibility;
- Representing DG AGRI in its relationships with other DGs, other EU Institutions, Member States and relevant stakeholders;
- Supervising the performance of the three Directorates including the assessment and evaluation of management approaches and outcomes to ensure an effective and efficient allocation and use of resources;
- Ensuring coherence and consistency of the activities within the Directorates and with the overall objectives of the Directorate-General and the Commission.

### **We look for (selection criteria)**

Candidates should have:

#### **Personal qualities**

- Strong networking skills and the ability to communicate effectively and efficiently with all stakeholders at senior level inside and outside of the Commission;
- Demonstrated negotiation skills and being able to represent the European Commission during high level contacts with other European Institutions, Member States and third countries;
- Sound political judgment and a strong sense of diplomacy;
- Strong analytical and conceptual skills, including the ability to solve organisational and operational problems;

#### **Specialist skills and experience**

- Very good understanding of the Common Agricultural Policy and of its interaction with other Commission policies;
- Prior experience in policy design and implementation;
- Very good knowledge of the Commission's legal framework, as well as of assurance and audit in a shared management environment, and of the Commission's financial management procedures;
- Good knowledge of information, communication and promotion policies in the agricultural domain and good understanding of agricultural research and quality policy;
- A solid background in inter-institutional affairs, good knowledge of the strategic planning cycle and of decision-making processes in the European Commission and other EU Institutions.

## **Management skills**

- Vision and leadership skills with the ability to steer, supervise and motivate a multidisciplinary/multicultural team and to plan, prioritise and organise its activities;
- Excellent ability to think strategically and outside the box and to set clear objectives;
- Proven experience in managing large teams and working flexibly in terms of allocation of resources across Directorates and Units.

## **Candidates must (eligibility requirements)**

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).
- **Professional experience**: candidates must have at least 15 years postgraduate professional experience<sup>1</sup> at a level to which the qualifications referred to above give admission.
- **Management experience**: at least 5 years of the post-graduate professional experience must have been gained in a high-level management function<sup>2</sup>.
- **Languages**: candidates must have a thorough knowledge of one of the official languages of the European Union<sup>3</sup> and a satisfactory knowledge of another of these official languages. Selection panels will verify during the interview(s) whether candidates comply with the requirement of a satisfactory knowledge of another official EU language. This may include (part of) the interview being conducted in this other language.

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<sup>1</sup> 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.

<sup>2</sup> In their curriculum vitae, candidates should clearly indicate for all years during which management experience has been acquired: (1) title and role of management positions held; (2) numbers of staff overseen in these positions; (3) the size of budgets managed; (4) numbers of hierarchical layers above and below; and (5) number of peers.

<sup>3</sup> <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01958R0001-20130701&qid=1408533709461&from=EN> <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01958R0001-20130701>

- Age limit: candidates must not have reached regular retirement age, which for officials of the European Union is defined as being the end of the month in which the person reaches the age of 66 years (see Article 52 lit (a) of the Staff Regulations <sup>4</sup>).

## **Selection and appointment**

The selection and appointment will be conducted according to the European Commission's selection and recruitment procedures (see: Document on Senior Officials Policy <sup>5</sup>).

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

Following these interviews, the pre-selection panel draws up its conclusions and proposes a list of candidates for further interviews with the European Commission's Consultative Committee on Appointments (CCA). The CCA, taking into consideration the conclusions of the pre-selection panel, will decide on the candidates to be invited for an interview.

Candidates who are called for an interview with the CCA participate in a full-day management assessment centre run by external recruitment consultants. Taking account of the results of the interview and the report of the assessment centre, the CCA establishes a shortlist of candidates it considers suitable for the function.

Candidates on the CCA shortlist will be interviewed by the relevant Member(s) of the Commission.

Following these interviews, the European Commission takes the appointment decision.

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.

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

<sup>5</sup> [https://commission.europa.eu/jobs-european-commission/job-opportunities/managers-european-commission\\_en#documents](https://commission.europa.eu/jobs-european-commission/job-opportunities/managers-european-commission_en#documents) (only exists in English)

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

The selected candidate will be recruited as an official at grade AD15. They will be classified depending on the length of their previous professional experience in step 1 or step 2 within that grade.

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

The place of employment is Brussels, Belgium.

## **Independence and declaration of interests**

Candidates 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 Council <sup>6</sup>. 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, high-level professional experience as well as linguistic capacity required. Failure to meet any of the eligibility requirements means an automatic exclusion from the selection procedure.

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:

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<sup>6</sup> 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).

<https://ec.europa.eu/dgs/human-resources/seniormanagementvacancies/>

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 need to upload a CV in PDF format, preferably using the Europass CV format<sup>7</sup>, and 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](mailto: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 **11 mars 2025, 12.00 noon Brussels time**, following which registration is no longer possible.

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<sup>7</sup> You can find information on how to create your Europass CV online at: <https://europa.eu/europass/en/create-europass-cv>