



NOTICE OF RECRUITMENT N° IRC 201511

Post: **ASSISTANT**
Videographer - Audiovisual-multimedia technician (PG)
Temporary Agent (Grade AST3)

I. INTRODUCTION

The Greens/EFA Group in the European Parliament has decided to open the procedure for filling a post of Videographer (Audiovisual-multimedia technician (PG) as Temporary Agent in its Secretariat in Brussels (Grade AST 3).

Equal opportunities

The Greens/EFA group is dedicated to providing equal employment opportunities, fostering diversity, and creating an inclusive, discrimination free and harassment free work environment. Therefore, we actively work on minimising the influence of our biases in our recruitment procedures, in particular related to but not limited to, ethnicity, national origin, race, age, gender identity and expression, sexual orientation, domestic circumstances, physical appearance, disability status, socioeconomic background and atypical careers.

In case of equal appreciation on competence and suitability for the position, preference will be given to applicants from under-represented groups.

Place of employment

Brussels (Belgium). Occasional travel outside the place of work might be required, in particular several days per month to Strasbourg during the plenary session and to other Member States for short trips.

Availability of the post

The post will be available as from May 2026.

Recommendations

Before filling in the application form, please read the recruitment notice carefully. It provides precise information on the conditions for admission, and the selection procedure.

Closing date for applications

The closing date for applications is **25 February 2026 at 23:59 GMT +1.**

II. NATURE OF THE FUNCTION AND PROFILE

The Communication Strategy Unit of the Greens/EFA group seeks a creative audio-visual expert to join its' team in Brussels. The role will involve working closely with our audio-visual team, as well as Green/EFA MEPs, staff and assistants to develop regular video-material for sharing on our digital channels.

This role involves video and multimedia project creation, editing, and databasing of all audio-visual content, from conception to end-delivery. Creating audio-visual and multimedia content through editing software is required. Working with third parties to deliver audio-visual projects will be a regular feature of the work. The role will involve testing and analysing all our audio-visual products, researching how our content is perceived and digested, as well as developing strategies for audio-visual content that can engage audiences in a way that will make an impact. Such work will feed into the Group's overall political and communication strategy.

Tasks to be performed:

- Regularly filming content related to the work of the Greens/EFA MEPs and the Group;
- Producing, editing and post-producing audio-visual content (video, audio, graphics, etc.), in cooperation with the audio-visual unit;
- Implementing video, audio and graphic content from production to publication (production and post-production of all content);
- Assisting with advertising projects requiring audio-visual materials;
- Organising and managing the databasing and archiving of audio-visual projects internally and across online platforms (Group's website, YouTube, and other channels);
- Content management of audio-visual products for the Group's website;
- Liaising with third party companies for the delivery of externalised audio-visual products;
- Providing technical support and advice on audio-visual projects to MEP offices and the wider Group;
- Ensuring compliance with the Group's visual identity across all audio-visual products created by the Group;
- Analysing the impact and performance of audio-visual products with our audiences and contributing to improvements in reach and audience engagement, in coordination with the social media team;
- Monitoring trends and emerging technologies in the audio-visual field;
- Maintenance of audio-visual technical equipment when required.

Qualifications, experience and desired skills requested:

- Qualifications and professional experience as laid down in heading III. B. 1;
- Knowledge of languages as set out in heading III. B. 2;
- Excellent video and audio editing skills;
- Sound design and mixing skills;
- Advanced proficiency in Adobe Premiere Pro and good working knowledge of Affect Effects or similar software;
- Experience producing short form and micro content, including an affinity for online content and modern storytelling;

- Good knowledge of the functioning of the European Union and of the European Parliament;
- Very good writing skills and knowledge of organisational methodology;
- Excellent analysis skills and a proven record of strategic planning and creative-development, including the design and implementation of multiple projects at once;
- Excellent communication skills, ability to problem-solve, with an emphasis on creativity and brainstorming new ideas.

Assets

- Educational background in line with the function;
- Other graphic and film-related software knowledge;
- Knowledge of Green/EFA positions, values, political orientation and public presentation;
- Experience in a political environment and multicultural workplace.

III. CONDITIONS FOR ADMISSION

The selection procedure is open to candidates who fulfil the following conditions **by the closing date for applications:**

A. GENERAL CONDITIONS

Under article 12, (2) of the Conditions of Employment of Other Servants (CEOS) of the European Communities, candidates must:

- be citizen of an EU Member State; unless an exception is authorised by the authority referred to article 6 (1);
- enjoy full rights as citizen;
- have fulfilled any obligations imposed by the laws concerning military service;
- meet the character requirements for the duties involved.

B. SPECIFIC CONDITIONS

1. Qualifications:

a) post-secondary education attested by a diploma or

b) a level of secondary education attested by a diploma giving access to post-secondary education followed by appropriate professional experience of at least three years (full-time), as provided for in Article 5 of the Staff Regulations;

The following will also count as professional experience for half of its duration but may not constitute in total more than one year:

- Duly attested periods of on-the-job specialised training or professional training subsequent to the diploma obtained and
- Additional training leading to a qualification at least equivalent to the qualification required in point 1.(a).

In the case of the possible accumulation of on-the-job specialised training or professional training with a period of professional activity, the Selection Board will only take into account the period of professional activity.

c) In addition and subsequently to III B 1 a) or to III B 1 b) a minimum of 4 years of professional experience in line with the nature of the function as laid down in heading II.

2. Knowledge of languages

Candidates must have an excellent level of English (level C2), and a good knowledge of at least one other official EU language (minimum B2).

Knowledge of other official languages of the European Union will be an asset.

3. Supporting documents required

In order to have a complete application, the following documents, organised in **2 PDF files** are required:

- **1st PDF file (APPLICATION)** composed of: a table of contents listing and numbering a CV, a cover letter and the signed application form. The application form must include the reference number of the selection procedure (IRC 201511)
- **2nd PDF file (SUPPORTING DOCUMENTS)** composed of: a table of contents listing and numbering the required supporting documents, followed by the required numbered supporting documents.

Qualifications, professional experience, as well as linguistic knowledge must be set out in detail in the application form and **must** be accompanied by **supporting documents** (if not written in English, French or German, an unofficial translation is required).

Qualifications must be attested by the documents described in section III.B.1.

Professional experience must be justified by one or more supporting documents, from among those listed for guidance below:

- Employment contracts or certificates, letters or attestations of appointment, indicating the exact nature of the activity performed, the precise working time (full or part-time) and the dates on which the professional experience began and, where applicable, ended,
- In the case of current professional activity, the initial contract together with the most recent salary slip as proof of the duration of that activity,
- In the case of self-employment, evidence of professional activity such as tax forms, VAT forms, trade register, social security documents, invoices, etc.

Linguistic knowledge must be backed-up by supporting documents, if not clearly ascertainable from the attached qualifications and diplomas. In the absence of such documents, candidates must clearly explain how they acquired this knowledge, **on a signed declaration** to be added to file composed of the supporting document (2nd PDF).

A curriculum vitae is not regarded as a supporting document.

IV. ADMISSION TO THE SELECTION PROCEDURE AND THE TESTS

The selection procedure will be held on the basis of **qualifications and tests (oral and written)**.

1. A list of the candidates who have submitted their applications in the form required and by the closing date, and fulfil the general conditions (set out in heading III) will be drawn up by the President of the Selection Board.
2. Accordingly, candidates who:
 - do not meet the general conditions for admission,
 - submitted their application after the closing date (**25 February 23:59 GMT +1**),
 - do not use and duly complete the official application form,
 - fail to sign their application form,
 - do not provide the supporting documents required in either English, French or German,
 - miss to send their motivation letter, application form, CV or supporting documents organised as described: 1) **first PDF file** (Application) with a table of contents listing and numbering a CV, a cover letter and the signed application form. The application form must include the reference number of the selection procedure (IRC 201511). 2) **second PDF file** (Supporting documents) with a table of contents listing and numbering the required supporting documents, followed by the required numbered supporting documents; by email to the indicated mailbox (Greens.HR@europarl.europa.eu),
 - do not quote the number of the selection procedure "IRC 201511" as a reference in the subject of their e-mail,

will be excluded.

3. The Selection Committee will consider the applications, draw up the list of candidates who meet the specific conditions set out in heading III.B, and select, on the basis of previously established criteria, the candidates whose qualifications and duly attested periods of professional experience best match the duties to be carried out, as described in point II of the "Nature of the Function and Profile". It will base its decision on information given in the application form, the motivation letter and backed up by supporting documents.

Candidates who do not meet the conditions governing admission set out under section III.B or who have failed to substantiate their claims by means of relevant supporting documents within the time required will be excluded at this stage.

4. The application files will count for 20 points, only a maximum of 5 candidates with the best scores higher than 10 points will be admitted to the tests.
5. Candidates will receive an email informing them of the Selection Committee's decision on whether to admit them to the tests.
6. Please note that the Selection Committee may cancel the decision to admit a candidate to the competition if, at any stage whatever in the selection procedure, it finds that
 - they do not meet one or more of the general or specific conditions governing admission to the selection procedure, or
 - the claims made in their application are not substantiated by appropriate supporting documents or prove to be inaccurate.

V. INVITATION TO THE TESTS

Invitations to the tests will be sent by email. Candidates are responsible for notifying the Selection Board's secretariat of any changes in their particulars and/or address or email. The Greens/EFA Group cannot be held responsible for the non-delivery of email.

It is not possible to participate in the tests on any other day than the one indicated in the invitation email.

VI. TESTS

The Selection Board may decide to disqualify any candidate whose behaviour disrupts the running of the tests

A. WRITTEN TEST

Nature, duration and marking of the test

The written test will be held in English, on a topic chosen by the Selection Committee in an area relevant to the field of work as defined in point II. "Nature of the function and profile", to assess the candidate's knowledge of languages and their political and analytical skills as well as managing and writing abilities.

Duration of the test: 60 minutes

Marking: 0 to 40 points

Candidates scoring less than 20 will be eliminated.

B. ORAL TEST

Nature, duration and marking of the test

An interview with the Selection Board will be held in English, to assess the candidates' general knowledge, particularly of European institutions and policies, the ability to express themselves, their linguistic knowledge, the capacity to adapt to a multicultural environment, the sense for initiative, and general suitability for the duties within the Secretariat of the Greens/EFA Group as laid down in point II. of the current recruitment notice, taking account of all the information in the candidates' applications.

Duration of the test: 20 minutes

Marking: 0 to 40 points

Candidates scoring less than 20 will be eliminated.

VII. LIST OF SUITABLE CANDIDATES AND RECRUITMENT PROCEDURE

The Selection Committee will establish a list of a maximum of 5 best candidates whose marks on a total of 100 are the highest. The Authority Authorised to Conclude Contracts will select the candidate to be appointed from this list.

Other candidates included on the list of suitable candidates will be eligible to be recruited as the need arises in the Greens/EFA Group. The list of suitable candidates is considered as a reserve list for further possible recruitments under the same grading conditions.

The reserve list will have an initial validity of two years. It can be extended. If so, short-listed candidates will be duly informed.

VIII. APPLICATIONS

Application requirements

1. Required Documents (in one PDF file)

The candidate's application must include all of the following, scanned and saved as a **single PDF file**: table of contents, completed and signed application form, CV, Motivation letter, Reference number of the selection procedure: IRC 201511

2. Supporting Documents (in a second PDF file)

The candidate must provide documents that prove that they meet the general and specific conditions governing admission to the selection procedure (see heading III), to enable the Selection Committee to verify the claims made in the application. This second PDF must: include a **contents page** (first page) listing and numbering all the documents, have **each page numbered** and include the requested supporting documents.

3. Applicants are reminded that, in accordance to point III.B.3. and IV 2., candidates whose qualifications and diplomas are in a language other than English, French or German are requested to attach (along with the proper document) a non-official translation in one of these languages.

4. Candidates who are offered a job will in due course be required to produce originals of their diploma, degree and employment certificates for verification.

5. Candidates with disabilities are invited to enclose details of any arrangements they may consider necessary to help them take the tests.

Submission instructions

- Send both complete PDF files to: Greens.HR@europarl.europa.eu
- Deadline: 25 February, 23:59 GMT+1
- Subject line of the email: Include the reference number: IRC 201511

Candidates failing to do so can be disqualified.

Important notes and rules

Any correspondence relating to an application must quote the number of the selection procedure, and must only be sent Selection Committee's secretariat in English and by email only (email address: Greens.HR@europarl.europa.eu). Candidates are requested not to contact via telephone.

Under no circumstances should candidates approach the Selection Committee, either directly or indirectly, concerning this recruitment procedure. It reserves the right to disqualify any candidate who disregards this instruction.

Appeals and clarifications

Appeals and clarification requests should be addressed to Greens.HR@europarl.europa.eu; they will be acknowledged within three working days and receive a reply as soon as possible within a maximum of 15 working days.

Protection of personal data

The Greens/EFA Group ensures that applicants' personal data are processed in line with 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, particularly as regards their confidentiality and security.

Brussels, 11 February 2026