



NOTICE OF RECRUITMENT N° IRC 204421

Post: **Head of the Unit for Ecological Transition**

Status: **Temporary Agent**

Grade: **AD 9**

I. INTRODUCTION

The Greens/EFA Group in the European Parliament has decided to open the procedure for filling a post of Head of the Unit for Ecological Transition, as Temporary Agent (AD 9), in its Secretariat in Brussels.

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). Travel outside the place of work might be required, in particular several days per month to Strasbourg during for the monthly plenary sessions

Availability of the post

The post will be available as from December 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 itself.

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.

Closing date for applications

The closing date for applications is **10 September 2026 at 23:59 GMT +1.**

II. NATURE OF THE FUNCTION AND PROFILE

A. Political responsibilities

- In line with the political strategy and priorities defined by the group and with a view to ensure political coherence and to maximize impact inside and outside the EP, they coordinate the teams within their domain of responsibility. This entails a close cooperation with relevant MEPs, and with other head of units in files bridging unit boundaries;
- Participation, in the area of responsibilities, to the definition of the strategic orientation and priorities of the Group;
- Ensure that any file of significant political importance (especially where there are internal differences) is brought to the attention to the entire Group at an early stage for debate and decision;
- Give input in the area of responsibilities for the definition of the agenda of Group and Bureau meetings;
- Attendance to Bureau meetings.

B. Staff responsibilities

- Ensure the proper execution of all HR-processes for the people under their management responsibility: selection procedures, onboarding, trainings, career development, absence management, conflict management, performance management and assessment;
- First assessor for the Staff members under their responsibility in the evaluation process;
- Management of the workload of people under their responsibility on the basis of political priorities ensuring both a fair distribution of the effort and an adequate work/life balance;
- Provide input to the SG and DSG-HR pertaining to the improvement of HR procedures;
- As a member of the Group's Management Team, they will, whenever appropriate, take additional tasks in the interest of the service.

II. COMPETENCES AND EXPERIENCE

Requirements

- Qualifications and professional experience as laid down in heading III. B. 1;
- Knowledge of languages as set out in heading III. B. 2;
- Excellent political knowledge and experience in strategic political thinking;
- Experience with sensitive policy and political files;
- Experience in prioritising and organising;
- Experience identifying key information;
- Experience in coordinating different people's work;
- Experience in managing people

Assets

- Experience with and knowledge of the work and procedures of the European Parliament and of the Greens/EFA Group;
- An educational background in line with the nature of the function;
- Additional education or trainings in the field;
- Knowledge of other official languages of the European Union.

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 and professional experience required:

Candidates **must have at least a level of education which corresponds to**:

- a) completed university studies of at least four years attested by a diploma, or
- b) completed university studies or at least three years attested by a diploma, and appropriate professional experience of at least one year, or
- c) where justified in the interest of the service, professional training of an equivalent level.

Additional education or trainings in the field will be an asset.

d) In addition, and subsequently to III B 1 a) or III B 1 b), or to III B 1 c), candidates must have a minimum of 8 years of professional experience preferably in a political sector and/or in an international environment.

2. Knowledge of languages

Candidates must have a very good (C1) level of English for working purposes and a good (B2) knowledge of at least one other official EU language.

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

3. Supporting documents (required to complete recruitment, subject to a conditional job offer)

To complete the recruitment procedure, all qualifications, professional experience, as well as linguistic knowledge set out in the application form **must be accompanied by supporting documents**. Successful candidates will be required to submit these supporting documents at the end of the recruitment procedure, subject to a successful written test, interview and on reception of a conditional job offer. **Please ensure when applying that you have access to the following documents, as they will be required should you be selected.**

Candidates that are unable to provide, when required and within the time allocated, the supporting documents for their qualifications, professional experience and linguistic knowledge **may be disqualified**.

Please note: 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 qualifications and diplomas. In the absence of such documents, candidates must clearly explain how they acquired this knowledge, **in a signed declaration**.

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,
 - submit their application after the closing date (**10 September 2026 at 23:59 GMT +1**),
 - do not use and duly complete the official application form,
 - do not attach a CV to their application,**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 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 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. All candidates must fully complete the online application form and upload a recent CV, at the following link: [Application form – IRC 204421 Head of the Unit for Ecological Transition \(PG\) – AD9](#)

Please note: applications, CVs or cover letters received by email will not be accepted.

2. Supporting documents:

In the final stage of the recruitment procedure, successful candidates will receive a conditional job offer on the condition that they are able to provide documents that prove that they meet the general and specific conditions laid out in the notice of recruitment (see heading III). Candidates should ensure when applying that they have access to the required supporting documents, should they be selected. Supporting documents will need to be sent by email, as one PDF file, which must: include a **contents page** (first page) listing and numbering all the documents, have **each page numbered** and include the **requested supporting documents**. Candidates whose qualifications and diplomas are in a language other than English, French or German must include a non-official translation in one of these languages.

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

4. Candidates with disabilities are invited to disclose details of any arrangements they may consider necessary to help them take the tests to Greens.HR@europarl.europa.eu. Please include the reference number: (IRC 204421) in the subject line of the email, and ensure the full name on your application form is clearly enclosed.

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, 27 August 2026