

JOINT RESEARCH CENTRE (JRC)

Publication of a vacancy for the function of Director JRC.B – Fair and Sustainable Economy / Site Director for the JRC's Seville site (Grade AD 14)

(Article 29(2) of the Staff Regulations)

COM/2026/10480

We are

As the science and knowledge service of the European Commission, the Joint Research Centre (JRC) provides independent, evidence-based knowledge and science, supporting EU policies to positively impact society. We provide anticipatory capacity, solid expertise and ability to propose and implement interdisciplinary research. The activities are carried out in collaboration with relevant Commission Services, national and international organisations and stakeholders. At the JRC we organise our work in portfolios which are the main building blocks of our multi-annual work programmes. The JRC is located in five Member States (Belgium, Germany, Italy, the Netherlands and Spain). More information about the JRC and its portfolios can be found at: https://joint-research-centre.ec.europa.eu/index_en

Within the JRC, the mission of Directorate JRC.B 'Fair and Sustainable Economy' is to provide first-class analysis and data to support the EU's aim for today's and tomorrow's Europeans to enjoy fair and sustainable prosperity. It takes a systemic view of the relationships between economic activities, the environmental impacts of human activities and the societal needs of the EU's citizens. Directorate B develops and carries out macroeconomic analysis and supports policy making with its unique analytical and modelling tools. It boosts EU innovation-driven competitiveness in the global context, turning territorial diversity and urban-rural interactions into value. It drives European markets, industry and services, including construction and the built environment, towards environmental sustainability.

Directorate JRC.B consists of seven Units and it is present in three different sites: Seville (ES), Brussels (BE) and Ispra (IT).

We propose

We propose the position of Director to lead Directorate JRC.B 'Fair and Sustainable Economy' and to assume the functions of Site Director for the JRC's Sevilla site.

The Director, in both roles as Director JRC.B and Site manager, will provide strong and effective leadership, ensuring that all teams are engaged, productive and aligned with the JRC's plan to implement its work programme in a collaborative spirit. The Director should also contribute to defining the long-term vision for the Directorate's activities, as well as for the site management, contributing to the overall implementation of the JRC strategy.

The Site Director takes all measures necessary to ensure over the short, middle and long term the safety of persons and installations on the JRC Seville site, following applicable Occupational Health and Safety (OHS) legislation. They act as the "Employer" on the basis of the host country's legislation and reports to the competent national authorities where national legislation and/or the site agreement so provide. They represent the interests of the Commission/JRC in matters related to the site towards the national, regional and local authorities. They ensure inclusion of staff on-site, independent of their hierarchical links, and implements relevant safety and security measures on site.

We look for (selection criteria)

Candidates should have:

Personal qualities

- Proven ability to build trusted working relationships with stakeholders and capacity to adequately represent the JRC in all contacts with internal and external stakeholders, including the Commission services in Brussels, the Spanish authorities, and the regional and local authorities (Andalusia and Sevilla)
- Excellent strategic communication, interpersonal, representation, diplomacy and negotiation skills, with a proven ability to engage effectively with diverse stakeholders, including researchers, policymakers, and local communities, and to convey strategic, science-based messages to high-level political audiences
- Excellent analytical and problem-solving skills and ability to solve complex conceptual and operational problems via a pragmatic, results-oriented approach, with a focus on managing conflicts in a constructive way.

Specialist skills and experience

- Knowledge and professional background relevant for the domains managed by the Directorate, including economic analysis, economic modelling, data science, computer science and AI-related research.
- Proven ability in working effectively with Commission services, other EU institutions, and other internal and external stakeholders,
- Ability to steer the scientific excellence and policy relevance of the Directorate's work, with a focus on adapting it to the new technological paradigm brought by AI as well as ensuring long-term sustainability of the Directorate and the site, keeping its relevance and scientific excellence.
- Experience with developing research infrastructure to support policy advice combined with the capacity to ensure coherent, evidence-based support for EU priorities, based on a sound understanding of the Commission priorities, the Commission structure and the Commission ways of working

Management skills

- Demonstrated ability for strategic thinking and for translating vision and forward-looking approaches into practical proposals, advice, and recommendations for strategic decision-making.
- Excellent organizational skills, including the capacity to set clear priorities and objectives, manage resources effectively, arbitrate conflicts and ensure coherent implementation of actions and projects, in close alignment with the Commission priorities while managing two complex entities.
- Strong leadership capacities with the ability to build a cohesive management team, to lead and motivate across organizational boundaries and to foster performance and collaboration both locally and remotely.
- Capacity to drive strategic change in organizations to keep continuous improvement of performance, both of individuals and at team level, keeping the Directorate aligned to the new ways of working of the Commission.
- Strong ability of fostering staff wellbeing and improving work satisfaction.

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).

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 may be taken into consideration.

- Professional experience: candidates must have at least 15 years postgraduate professional experience¹ 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 function².
- Languages: candidates must have a thorough knowledge of one of the official languages of the European Union³ 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.
- 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 Regulations⁴).

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 Policy⁵).

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. Candidates may be requested to provide documents supporting

¹ 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.

² 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.

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

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

⁵ https://commission.europa.eu/publications/documents-senior-management-selection-procedures_en (only exists in English)

the information provided in their application at any moment of the procedure. Failure to provide those documents within the deadline set in the request may lead to the exclusion from the selection.

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 and by members of the JRC Board of Governors.

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.

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 AD14⁶. He / she will be classified depending on the length of his / her 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 Seville, Spain.

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 is processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council⁷. 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:

<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.

⁶ The correction coefficient applicable to the remuneration and pensions of officials and other servants of the European Union for Spain is set at 92,4% as from 1 July 2025. This coefficient is subject to an annual revision.

⁷ 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).

To complete your application, you need to upload a CV in PDF format, preferably using the Europass CV format⁸, 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 email confirming that your application has been registered. **If you do not receive a confirmation email, your application has not been registered!**

Please note that it is not possible to monitor the progress of your application online. 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 **29/04/2026, 12.00 noon Brussels time**, following which registration is no longer possible.

⁸ You can find information on how to create your Europass CV online at: <https://europa.eu/europass/en/create-europass-cv>