

The EU is looking for administrators (AD 5)

Competition open to graduates from any field of study

The European Union is looking for talented graduates across all fields of study to join its civil service. The European Personnel Selection Office (EPSO) is launching an open competition to draw up a reserve list from which the institutions, bodies, and agencies of the European Union can recruit new members of the civil service as **administrators (grade AD 5)**.

The general role of administrators is to support decision-makers in fulfilling the mission of their institution or body, contributing to policies and programmes that impact millions of people across Europe. Successful candidates typically work in one of the following areas as part of a multicultural team:

- policy development and formulation
- policy implementation and operational delivery
- resource management

Detailed information on the specific duties that successful candidates can expect to perform is included in the Notice of Competition (see Annex II – Typical duties).

Eligibility criteria

To apply, you must meet the following requirements:

- **Be an EU national and enjoy the full rights of an EU citizen.**
- **Have a thorough knowledge of one official EU language and a satisfactory knowledge of another official EU language.**
- **Hold a level of education corresponding to completed university studies of at least three years, attested by a diploma awarded no later than 30 September 2026.**
- **No professional experience is required.**

Testing

The selection process includes online **reasoning** tests, as well as tests on **EU knowledge, digital skills** and a **free-text essay on EU matters**.

Full details are available in the **Notice of Competition**.

Candidates may choose **any two of the 24 official EU languages** for testing.

Once on a reserve list, successful candidates may be contacted by the recruiting services of the EU institutions and bodies interested in their profile, for targeted recruitment interviews. Such interviews, and any other related procedures, are outside the selection process conducted by EPSO. Recruitment interviews are conducted by the relevant recruiting services usually in English and/or

French. Other languages may also be used during the interviews, based on the needs of the recruiting services and the knowledge expressed by candidates in their applications.

DIVERSITY & INCLUSION

As an employer, the [institutions and bodies of the EU](#) offer a community of expertise with a wide range of opportunities to broaden your personal and professional development. The multicultural, international and diverse teams that make up the EU Civil Service work together to benefit the lives of approximately 450 million EU citizens and beyond.

The EU institutions and bodies that EPSO works for, are committed to diversity and inclusion. They seek diversity actively and promote inclusion among their staff. EPSO therefore encourages applications from qualified candidates from diverse backgrounds and on the broadest possible geographical basis among the EU Member States. Learn more about Diversity & Inclusion in the EU institutions and bodies on [this dedicated webpage](#).

For detailed information on the process, eligibility criteria and how to apply, please visit [graduates-ad5.eu-careers.eu](#).

The application period opens on **5 February 2026** and the deadline is **10 March 2026, at 12.00 (midday), Brussels time**.

Candidates must upload a scanned copy of their valid identity card or passport by **10 March 2026 at 12.00 (midday), Brussels time**, and scanned copies of the documents supporting the declarations made in their application by **7 October 2026 at 12:00 (midday), Brussels time**.

Reference: EPSO/AD/427/26

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