



EUROPEAN INNOVATION COUNCIL AND SMES
EXECUTIVE AGENCY (EISMEA)

Department C - Compliance, People and Budget
People (Human Resources)

**European Innovation Council and Small and Medium-sized Enterprises
Executive Agency (EISMEA)**

CALL FOR EXPRESSION OF INTEREST

The European Innovation Council and SMEs Executive Agency (EISMEA) is launching a Call for Expression of Interest for the establishment of a Reserve List for the position of:

EIC PROGRAMME MANAGERS
(REF.: EISMEA/AD /2025/004)

Type of contract	Temporary Agent ¹
Function group and grade	AD9-AD11
Duration of contract	2 years (with the possibility of extension of up to additional 3 years) ²
Estimated number of candidates to be placed on the Reserve List	15
Unit	01, EISMEA
Place of employment	Brussels, Belgium
Deadline for application	26/09/2025, 12:00 Brussels time

1. ABOUT THE EIC

The [European Innovation Council](#) (EIC) has been established under the [EU Horizon Europe programme](#). It supports **game changing innovations** throughout the lifecycle from early stage research, to proof of concept, technology transfer, and the financing and scale up of start-ups and SMEs. It has a budget of €10.1 billion (2021-2027).

The Horizon Europe legislation specifies that the EIC takes a pro-active approach to the management of high-risk projects through the recruitment of Programme Managers.

The strategy and implementation of the EIC is steered by the [EIC Board](#), composed of independent advisers appointed from the world of innovation (researchers, entrepreneurs, investors, corporates and others from the European deep-tech innovation ecosystem).

¹ According to Article 2(f) of the Conditions of Employment of Other Servants of the European Union (CEOS).

² According to Article 8 of the CEOS, Temporary Agents may be engaged under their first contract for a fixed period. The contract may be renewed not more than once for a fixed period.

The European Innovation Council and SMEs Executive Agency (EISMEA) was established by the Commission Implementing Decision (EU) 2021/173 of 12 February 2021. It groups programmes with a clear focus on innovation and the single market. In particular, EISMEA implements, on behalf of the European Commission, the EIC activities that are set out in the annual [EIC Work Programme](#)⁽³⁾. The recent [EIC Tech Report](#) provides an overview of the breadth of science and technology domains the EIC is supporting, and the impact of the Programme is described in the [EIC Impact report](#).

The EIC is more than a funding programme. It takes a proactive approach to project and programme management in order to turn frontier technological visions into real business opportunities. The **EIC Programme Managers provide the high-profile leadership** to identify, develop, implement and promote such visions, and to nurture potential market creating innovation out of EIC-funded projects and activities.

2. JOB DESCRIPTION

A. Overall purpose

The **EIC Programme Managers** are recognised experts in emerging science-and-technology areas, with a background in technology and entrepreneurship, and a visionary drive to turn new technological breakthroughs into relevant and responsible innovations for Europe and for the world.

They have a **leading role** in initiating and executing the EIC strategy to support new technologies and innovations in their area, creating value for the EIC awardees, European businesses and citizens. Directing funding towards technology fields that are crucial for Europe's leadership, are key objectives of the Commission⁴. Therefore, EIC Programme Managers will also contribute to strengthen Europe's technological sovereignty⁵.

Their task is to identify, develop, implement and promote visionary objectives in the areas of their expertise, and to nurture potential market-creating innovation out of portfolios of EIC-funded projects and activities. EIC Programme Managers are appointed for a period of 2 years. The contract may be extended by up to 3 years based on portfolio activities and subject to upcoming negotiations with Member States and the European Parliament surrounding activity under the next Multiannual Financial Framework and the role of EIC Programme Managers.

The role of EIC Programme Manager is **a career opportunity of high visibility** across the academic, investment, industrial and entrepreneurial world. The EIC is determined to establish

³ In compliance with the Commission Decision C(2021) 949 final of 12 February 2021, EISMEA should create strong synergies to support the recovery of the European economy, by grouping in one agency all the activities of the European Innovation Council (EIC) and the programmes related to small and medium-sized enterprises. The EIC, the EU Innovation Ecosystems programme (EIE) and Interregional Innovation Investments (I3) programme will ensure visibility for innovation, key to supporting the modernisation and sustainability of the EU economy. EISMEA reports to five parent Directorates-General of the European Commission: the Directorate-General for Research and Innovation (R&I) (lead parent-DG), the Directorate-General for Communications Networks, Content and Technology (CNECT), the Directorate-General for Internal Market, Industry, Entrepreneurship and SMEs (GROW), the Directorate-General for Justice and Consumers (JUST), the Directorate-General for Regional and Urban Policy (REGIO).

⁴ Commission proposal of 20 June 2023 to create a new Strategic Technologies for Europe Platform (STEP)

⁵ [Commission Recommendation of 03 October 2023 on critical technology areas for the EU's economic security for further risk assessment with Member States \(europa.eu\)](#)

this as a prestigious position and a stepping-stone for transitioning into important roles in start-ups, established companies, investment funds, academia, government agencies, etc. The unique remit of the EIC provides Programme Managers with a privileged insight into **cutting-edge developments** across a wide range of **science-and-technology** domains, unmatched by any other organisation in Europe. The Programme Managers have the opportunity to lead initiatives in new and emerging ‘deep-tech’ in areas of strategic importance, involving the best teams of researchers and innovators from across Europe, and to achieve impact beyond what any single project can do.

The EIC Programme Managers report to the Head of the EIC Programme Managers’ Office. They are expected to work across the Agency and interact with the EIC Board and the relevant parent DGs of EISMEA (in particular DG Research and Innovation and DG CNECT - see footnote 3). Currently, 10 [Programme Managers](#) are already proactively managing portfolios of projects of the EIC. Some of them are reaching the end of their contract, and therefore we are looking to recruit new Programme Managers.

B. Functions and duties

We propose up to six exciting positions as EIC Programme Managers with the following specific duties:

- **Identify potential challenges for emerging technologies and disruptive innovations that are of strategic importance for Europe**, through strategic intelligence (e.g. research and innovation trends, investment trends, analysis of existing portfolios, ...) and stakeholder/ expert engagement.
- **Pro-active (hands-on) management of active portfolios and projects** in order to support projects in their journey to the market, by e.g. ensuring timely IP protection, or connecting them to other relevant researchers, potential users, businesses, innovators or investors. Identify regulatory or legislative barriers and propose actions to address these.
- **Create awareness** among potential applicants (through different communication and dissemination tools such as conferences, publications, podcasts, YouTube videos, etc) to apply to the challenges identified in the EIC Work programme.
- **Participate** as expert in **selection panels** for Pathfinder Challenges, participate as observer in selection panels for **Transition, Accelerator** and EIC **STEP** proposals, to provide specific technological/market expertise.
- **Contribute to Feedback to Policy** exercises to inform the European Commission and other policy makers, with regular reports on the Programme Manager Portfolio(s) performance and strategy, alongside analysis of emerging trends. This will take the form of a yearly workshop with policy makers and a written annual activity report. In addition, they will contribute to publications such as the EIC Tech report with an overview of the emerging trends in their domain.

Furthermore, each EIC Programme Manager will be an ambassador for the EIC, promoting and representing the EIC in a variety of fora.

C. Specific expertise

This call looks for Programme Manager candidates from **any deep tech field** of research and innovation, with the ambition to make a difference by defining and pursuing an ambitious

challenges during the course of their assignment at the EIC and promoting the innovation journey from research results to innovation impacts.

As part of the application procedure, candidates are requested to present their vision of a challenge to the selection panel members (see Section 6). The EIC is particularly interested in deep tech (science driven) challenges for which the underlying science is starting to mature to a point where new technological possibilities can be envisaged and that is fully in-line with the priorities of the European Commission regarding technological sovereignty. Such challenges will require novel interdisciplinary collaborations (including with social sciences and humanities, where relevant), ambitious targets, high-risk approaches and proactive steering of projects and project portfolios in order to unlock, in due time, radical innovations, create new markets or redefine sectorial or societal landscapes. Candidates should take ethical and sustainability considerations into account when formulating their deep-tech visions.

The candidates also need to be able to take over some of the existing EIC portfolios and continue the pro-active management of these portfolios. It should be indicated in the motivation letter which of the following portfolios could be taken over by the candidate.

Existing portfolios (see also https://eic.ec.europa.eu/eic-portfolios_en):

Space

- *In space solar energy harvesting (running from 2024-2028) - Pathfinder*
- *Sustainability and resilience of EU Space (running from 2025-2029)- Pathfinder*
- *Customer-driven, innovative space technologies and services –Accelerator*
- *Innovative in-space servicing, operations, robotics and technologies for resilient EU space infrastructure-Accelerator*

Quantum and electronics

- *Alternative approaches to quantum information processing (running from 2023-2027)*

Agrifood

- *Precision nutrition (running from 2024-2028)*
- *Food packaging (running from 2025-2029)*
- *Plant based biomanufacturing (running from 2026-2030)*

Architecture, Engineering and Construction

- *Triad of design, fabrication, materials (running from 2024-2028)*
- *Towards cement and concrete as a carbon sink (running from 2025-2029)*
- *Collaborative Construction Robotics (running from 2026-2030)*

Sustainable electronics

- *DNA Based storage (running from 2023 – 2027)*
- *Responsible electronics (running from 2024-2028)*
- *Smart edge devices (running from 2025-2029)*

Renewable energy conversion and alternative resource exploitation

- *Novel routes to green H2 (running from 2022-2026)*
- *CO2 and N2 management (running from 2023-2027)*
- *Solar to X (running from 2025-2029)*
- *Waste to value (running from 2026-2030)*

3. PROFESSIONAL QUALIFICATIONS AND OTHER REQUIREMENTS

A. Eligibility criteria⁶

Candidates will be considered eligible for selection on the basis of the following eligibility criteria to be fulfilled by the deadline for applications:

1. Have a level of education which corresponds to completed university studies of at least four years attested by a diploma in a science or technology discipline.

(Only study titles that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the authorities in the said Member States shall be taken into consideration) UK diplomas awarded in 2020 (until 31 December 2020) are accepted without an equivalence. UK diplomas awarded as from 1 January 2021 must be accompanied by an equivalence issued by a competent authority of an EU Member State).

2. Have thorough knowledge of one of the languages of the European Union and of a satisfactory knowledge of another EU language to the extent necessary for the performance of the duties.
3. Be a national of a Member State of the European Union.
4. Be entitled to his/her full rights as a citizen.
5. Have fulfilled any obligations imposed by the applicable laws concerning military service.
6. Meet the character requirements for the duties involved.
7. Be physically fit to perform the duties linked to the post⁷.

B. Selection criteria

Essential

- At the deadline for applications, candidates will, after having obtained the qualifications mentioned in point (1) above, have acquired:
 - at least 10 years' full time professional experience (⁸), including at least two years experience in each of the following two:
 - **Science and/or technology**; e.g. as a Ph.D, post-doctoral researcher, developing 'deep-tech' applications in a company providing you with specialist knowledge in a certain domain. Clearly mark in your CV which experience counts for this selection criterion.
 - **Innovation**, especially for 'deep-tech': e.g. direct involvement in spinning out/ startup up and growing a deep tech company; working for a Technology Transfer Office, Venture Capital or Corporate Venture

⁶ Article 12 of the CEOS and Articles 13 of ed Steering Committee Decision of 23 March 2015 laying down general implementing provisions on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS. EISMEA being the legal successor of EASME, the general implementing provisions remain applicable until a new Decision may be taken by EISMEA Steering Committee.

⁷ Before the appointment, a successful candidate shall be medically examined by one of the institutions' medical officers in order that EISMEA may be satisfied that (s)he fulfils the requirement of Article 13 of the CEOS.

⁸ This minimum professional experience is required bearing in mind the level of responsibility that the jobholder will have to exercise. Professional experience is counted only from the time the candidate obtained the diploma and qualifications for being eligible (see section 4.1 above). Doctoral and post-doctoral studies count as professional experience.

Capital Fund, commercialisation department, Clearly mark in your CV which experience counts for this selection criterion.

- Ability to catalyse ideas, network relevant stakeholders (e.g. community building around an innovative idea, active engagement in standardisation, bringing together companies that have an added value of working together, bringing together investors and companies, ...) Clearly describe your experience with such activities, using relevant examples in the motivation letter or CV, otherwise you will be disqualified.
- Your application must include a proposal for an ambitious challenge where you see an opportunity for a future intervention of the EIC, according to the instructions provided in Section 6. This proposal should be original, have a deep-tech nature, and should show your potential to be an EIC Programme Manager.

Advantageous

- Sound understanding of the technology and innovation ecosystems of one or more of the existing EIC portfolios listed under point 2.C, this should be clearly explained in the motivation letter linking to experience in CV.
- Communication skills: ability to communicate, concisely and creatively to specialists as well as wider audiences, orally and in writing, notably in deep-tech areas. These skills should be clearly demonstrated via examples in the motivation letter or CV.
- Very good oral and written command of English (⁹). Spoken and written skills equivalent to level C1 or higher (¹⁰) for working purposes.

4. SELECTION PROCEDURE

A. Admission to the selection procedure

First, the submitted applications will be checked against the eligibility criteria (section 3.A). Only eligible applications will be assessed further.

B. Assessment of eligible applications

The Selection Committee will analyse the motivation letters, CVs and presentations of eligible applicants with reference to:

⁹ The language options for this selection procedure have been defined in line with the interests of the service, which require newly recruited Temporary Agents to be immediately operational and capable of communicating effectively in their daily work. Accordingly, given that new recruits need to be able to assume their duties immediately without receiving additional language training, the new Temporary Agents must be able to communicate with the already operating staff in EISMEA and services in the Commission in at least one of the limited number of vehicular languages most commonly used within the services where they will be recruited, otherwise this selection procedure would lose its purpose and, ultimately potentially severely impair the efficient functioning of the institutions. It has long been standard practice to use mainly these languages for internal communication purposes in the EU institutions and these are also the languages most often used when communicating inside the institutions and with the outside world. Consequently, considering the nature of the duties performed by Temporary Agents, in light of the principle of proportionality, in balancing the interests and needs of the service and the abilities of candidates, and given the particular fields covered by this selection procedure, it is legitimate to make this choice of languages so as to ensure that all candidates are able to work in them, whatever their first official language. Indeed, since the execution of professional duties is linked to the specific linguistic context of the institutions, professional vocabulary is required in at least one of the most common vehicular languages. Assessing specific competencies in this way allows the institutions to evaluate candidates' ability to be immediately operational in an environment that closely matches the reality they would face on the job.

¹⁰ Please refer to the Common European Framework of Reference for Languages.

- The selection criteria ("Professional qualifications and other requirements" – section 3.B, under points "essential" and "advantageous").

Applications which do not meet one or more of the essential selection criteria (see section 3.B) will not be evaluated further.

Upon completion of the assessment, the candidates who pass the screening threshold will be invited to the next stage: the interviews.

C. Interviews

This stage of the selection procedure will allow the applicants to prove their suitability for the post for which they are applying (as described in Section 2 above). The interview will assess and compare objectively and impartially the candidates' vision on a technology challenge that the EIC should fund, and if the candidate has the necessary qualifications, competences and professional experience to become an EIC Programme Manager.

The interview will start with a 7 minute pitch of the candidate's proposal for an ambitious deep-tech challenge bringing an opportunity for a future intervention of the EIC.

The interview will last approx. 45 minutes and it will be conducted in English. The interviews are approximately planned for weeks 13-28 November 2025. Please note that this indicative planning may change. Candidates are invited to indicate in their online application any special arrangements that may be required if invited to attend an interview.

D. Reserve list

Following the interviews, the Selection Committee will recommend to the Appointing Authority approximately 15 candidates to be placed on the reserve list. The reserve list will be valid until 31 December 2026. The validity of the reserve list may be extended by decision of the Director. Candidates should note that their inclusion on the reserve list does not imply any entitlement to employment in the Agency. A second interview may be organized before the offer of employment.

5. SELECTION COMMITTEE

A Selection Committee will be appointed for this selection procedure and will be composed of at least three members, including a member designated by the Staff Committee of the Agency. The Selection Committee may include representatives from the European Commission and may be assisted by members of the EIC Board.

The names of the Selection Committee members will be communicated to candidates upon notification of the outcome of the assessment of eligible applications (see section, 5.2 - Assessment of eligible applications). Under no circumstances may candidates approach the Selection Committee, either directly or indirectly, concerning this recruitment. The Agency's Director reserves the right to disqualify any candidate who disregards these instructions.

6. APPLICATION PROCEDURE

To apply for this position, the following 3 documents must be sent to EISMEA-EIC-PM@ec.europa.eu :

- Your CV (maximum 4 pages)
- A motivation letter (maximum 3 pages), detailing clearly how you meet the selection criteria described in Section 3.
- A PDF presentation (maximum 8 slides) detailing further the proposal made for an ambitious deep-tech challenge bringing an opportunity for a future intervention of the EIC. The presentation should address the following questions:
 - Your proposal for a deep tech challenge
 - What is the opportunity?
 - Why now?
 - Description of the related innovation ecosystem.
 - What are the challenges/ barriers holding back progress?
 - What are the potential impacts?
 - Why should you be the one leading the programme?

After a correct submission of an application, candidates will receive an automated acknowledgement of receipt to the email account indicated in their application.

There is no obligation to submit applications in English. However, documents sent in English will greatly facilitate the work of the Selection Committee.

The Agency strongly advises not to wait until the last few days before the deadline for applying, since heavy internet traffic or connection difficulties could lead to problems. It is the sole responsibility of each applicant to send his/her application before the deadline. Any information or documentation provided after the deadline will not be taken into account.

The candidate will be disqualified if:

- (s)he does not send its application by the deadline;
- at any stage in the procedure it is established that information a candidate provided is incorrect or false;
- (s)he failed to inform the HR service of the Agency of a possible conflict of interest with a Selection Committee member;
- (s)he attempted to contact a member of the Selection Committee either directly or indirectly concerning this recruitment procedure;

Candidates are invited to indicate in their online application any special arrangements that may be required if invited to attend an interview.

EISMEA will organise the selection procedure with the involvement of the European Commission and may invite observers from the EIC Board for interviews.

7. EQUAL OPPORTUNITIES

The Executive Agencies apply a policy of equal opportunities and accept applications without discrimination on the ground of sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority,

property, birth, disability, age or sexual orientation.

Furthermore, the Executive Agencies offer an inclusive working environment founded on cultural diversity and equal opportunities. The implementation of these principles are fostered through internal integration actions that value colleagues' diverse backgrounds and personal beliefs.

The selection processes reflect the above values. The Executive Agencies encourage applications from highly qualified candidates and aim to assign future colleagues with responsibilities based on their skills, competences, professional experience and behaviour in accordance to the principles of non-discrimination, equal treatment and absence of conflict of interests.

8. APPOINTMENT AND CONDITIONS OF EMPLOYMENT

Any offer of employment shall be made by Director on the basis of the reserve list. A contract offer will be made as a temporary staff member 2(f), AD9-AD11¹¹ for a duration of 2 years, with the possibility of one renewal up to a maximum total period of 5 years. Subject to the results of the review of the externalisation exercise and the governance decisions that will be taken in the frame of the next Multi Financial Framework, the contract and or its renewal may take place with a different legal body in charge of the implementation of the EIC.

The classification in step will be done in accordance with the Agency's general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement¹² and will depend on the assessment of the qualification and professional experience of the selected candidate. At the request of EISMEA, the selected candidates will have to evidence with supporting documents the information contained in their application.

For reasons related to the Agency's operational requirements, the candidate will be required to be available at short notice.

For further information on working conditions of temporary staff, see the Agency's website ([Working for EISMEA](#)) or the website of the European Personnel Selection Office ([EPSO](#)).

The place of employment will be Brussels (Belgium), where the Agency has its premises.

9. REQUEST FOR REVIEW

If the candidate believes a mistake has been made at any stage of the selection, (s)he may request a review of the Agency's decision. This must be made within 10 calendar days of the date of the e-mail notifying the candidate of the outcome of the selection procedure. The request must quote the reference number of the selection procedure concerned and the candidate must substantiate the reasons for requesting a review. It must be for the attention of the Chairperson of the

¹¹ The final grading (AD9, or AD10 or AD11) depends on the years of full time professional experience (see part B Selection Criteria)

¹² EASME Steering Committee Decision of 17 December 2013 adopting by analogy the Commission Decision C(2013)8970 of 16 December 2013 laying down general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement. EISMEA being the legal successor of EASME, general implementing provisions remain applicable until a new Decision may be taken by EISMEA Steering Committee.

Selection Committee and sent to the following address: EISMEA-HR-RECRUITMENT@ec.europa.eu. The Selection Committee will review the request and notify the candidate of its decision within 15 calendar days of receipt of the request.

10. APPEAL PROCEDURE

Pursuant to Article 90(2) of the Staff Regulations of Officials of the European Communities ("Staff Regulations"), any candidate may submit to the Agency a complaint against an act adversely affecting him/her. Any such complaint should be sent for the attention of the Director of EISMEA to the following address: EISMEA-HR-APPEALS@ec.europa.eu. The complaint should quote the reference number of the selection procedure concerned and it must be lodged within 3 months from the date on which the candidate is notified of the act adversely affecting him/her.

Should the complaint be rejected, the candidate may request judicial review of the act adversely affecting him/her pursuant to Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations. For details on how to submit a judicial appeal and how to determine the deadlines, please consult the website of the General Court at <http://curia.europa.eu/jcms/>.

The candidate can make a complaint to the European Ombudsman. Before submitting such complaint, the candidate must first make the appropriate administrative approaches to the institutions and bodies concerned (see above). Making a complaint to the Ombudsman does not extend the deadlines for lodging administrative complaints or judicial appeal.

Please consult the website of the European Ombudsman (<http://www.ombudsman.europa.eu/>) for further information on the arrangements for complaints to the Ombudsman.

11. DATA PROTECTION

The purpose of processing the data submitted by candidates is to evaluate applications in view of possible recruitment at the Agency. The personal information requested by the Agency from candidates will be processed in accordance 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, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC. In this regard, please see the [Data Protection Notice](#).

EISMEA draws to your attention that the resulting reserve list of successful candidates may, at a later stage, be made available to other Executive Agencies that could be interested in your profile and may therefore contact you. The Agencies have signed a Memorandum of Understanding for the sharing of reserve lists. If your profile is shared, this would involve the sharing and processing of your data (name, last name and CV) by other Executive Agencies as recipients of the data. Please note that you can object to this processing by sending an email to EISMEA-HR-Recruitment@ec.europa.eu.