



VACANCY NOTICE – 2023-BRU-S1-FGIV-022596

POLICY ANALYST - DESIGNER

Type of contract	Member of the European Commission's contract staff, Function Group IV (article 3b of the Conditions of Employment of Other Servants)
Duration of contract	36 months (renewable up to maximum 6 years)
Area	Analysis and Intelligence, Innovation and Creativity
Place of employment	Brussels (BE)
Indicative basic salary	3877,47 - 5616,29 € (applicable as of 1 st of July 2022) For more detailed information please consult: Working Conditions

WE ARE

The [Joint Research Centre \(JRC\)](#) provides independent, evidence-based knowledge and science, supporting EU policies to positively impact society.

The current vacancy is with the EU Policy Lab: Foresight, Design and Behavioural Insights Unit which is based in Brussels. It is part of the Competences Directorate of the JRC which is under the authority of the Director General. Its mission is to strengthen the capacity of the JRC in anticipatory intelligence (horizon scanning, anticipation, foresight), behavioural sciences, design for policy.

The Unit is composed of multidisciplinary teams with teamwork being considered important and actively supported.

The purpose of the job is to deepen the integration of JRC scientific advice into policy making in the EU, notably through the Policy Lab.

We offer:

A position in a dynamic as well as family-friendly work environment, multidisciplinary research fields aiming at designing creative solutions in EU policies.

WE PROPOSE

A Brussels-based position as Policy Analyst - Designer who will contribute to deepen the integration of JRC scientific advice into policy making in the EU.

The new colleague's responsibilities and tasks will include:

- Provide conceptual support and novel perspectives to conversations on policy.
- Design and lead participatory processes using fit-for-purpose methods, tools and artefacts
- Harvest and communicate results from knowledge-gathering and sense-making process.



- Develop and test prototypes of novel solutions to processes and procedures.
- Contribute to a strong visual culture complementing verbal reasoning with visual thinking.
- Communicate findings and reflections around design for policy by participation in conferences, social media, publishing, etc.
- Promote the use of design as a tool to support policymaking processes.
- Develop new ways of communicating complex policy issues
- Define terms of reference and prepare calls for tender.
- Supervise contract performance and evaluate outcomes

WE LOOK FOR

We are looking for a motivated and collaborative colleague to join the design team of the unit.

Suitable candidates will have:

- Demonstrate a minimum of 3 years of professional experience in the field of design, preferably within a larger/public organisation
- Demonstrate formal training in design and/or architecture.
- Have experience in service design, social design, design-led innovation in the public sector and/or participatory design
- Have hands-on experience with using digital tools that help organise/harvest online meetings (digital whiteboards etc.)
- Be familiar with future oriented design activities such as design fiction, speculative design and/or critical design;
- Have excellent English (C1) drafting and presentation skills;
- Be diplomatic, client orientated and capable to work in multidisciplinary teams;
- Be able to work under pressure, to prioritise and organize work, delivering quality results on time.

HOW TO APPLY

If you are **already on a valid CAST FG IV reserve list**, or you **have already applied to one of the calls below**, you can directly submit your application at <http://recruitment.jrc.ec.europa.eu/?type=AX>.

If not, before applying to this position, **you must register** for one of the two following:

- the [Call for Expressions of Interest | EU Careers \(europa.eu\)](#) (CAST Permanent FG IV), which is used by a wide range of organisations (institutions, bodies, offices and agencies of the European Union), or
- the [specialised call for researchers](#) (JRC Call COM/1/2015/GFIV – Research), which is mainly used by the JRC.

Note that each of the calls above has **different minimum eligibility requirements and different selection tests**.

The JRC cultivates a workplace based on respect for other people and the environment, and embraces non-discriminatory practices and equality of opportunity. In case of equal merit, preference will be given to the gender in minority.