C/2026/5556

29.10.2026

VACANCY NOTICE No COR/AD14/30BIS/26

Director (M/F) [1]

(C/2026/5556)

Directorate	Directorate for Communication
Vacancy	AD 14
Type of post	DIRECTOR
	Publication under Article 29§2 of the Staff Regulations
	Simultaneous publication under Article 29§1 of the Staff Regulations
Date of publication	29.10.2026
Deadline	**10.12.2026 at noon (Brussels time, CET)**

1. Who we are

The European Committee of the Regions (CoR) is the EU's political assembly of local and regional representatives and the voice of the 1,2 million politicians elected at local and regional level. Its 329 members and 329 alternates, who hold a regional or local electoral mandate or are politically accountable to an elected assembly, bring the views of local and regional authorities into the EU decision-making and legislative process. As the bedrock of EU democracy, these authorities are responsible for implementing around 70 % of EU policies, one third of public spending and half of public investment.

The Directorate for Communication is composed of around 60 officials and other staff members. Its main tasks are to serve the political communication needs of CoR members and, more generally, local and regional representatives; to connect communication more closely with the CoR's political and legislative work; and to develop and implement integrated communication activities. The Directorate comprises the following four teams:

— **D.I – in charge of strategic coordination, planning, impact and outreach**: this team is responsible for strategic coordination, communication planning, impact assessment, decentralised outreach, internal communication and cooperation with the EU institutions and other partners.

— **D.1 – responsible for press and media relations**: this team intervenes with press and media, ensures media monitoring and the development of clear narratives and content highlighting the CoR's political and legislative work and supporting its members.

— **D.2 – in charge of organisation of events and local dialogues**: this team coordinates events, conferences and local dialogues in Brussels and across the regions, as well as outreach through the CoR's networks of local and regional elected representatives.

— **D.3 – in charge of digital communication**: this team develops and enhances the CoR's presence across digital channels, including web-based communication, social media and visual communication.

[1] This vacancy notice uses gender-neutral and inclusive language. Any reference to a person of a specific gender shall be understood as referring equally to persons of any other gender.

2. **Duties**

Under the direct authority of the Secretary-General, the Director organises, supervises and monitors the work of the Directorate for Communication. The duties of the Director consist in particular of raising the public visibility and strengthening the impact of the CoR by:

— building upon the CoR communication strategy, further developing and implementing an integrated communication strategy for the institution, aimed at supporting the CoR's mission to influence EU policies and legislation, articulating the needs and priorities of local and regional authorities, highlighting the work of the CoR Assembly and of its consultative commissions and clearly demonstrating the CoR's distinctive added value;

— strengthening day-to-day bilateral relations of the Directorate with journalists from European, national and sub-national media, to identify opportunities for media impact, while monitoring the political and media agenda and social media trends and boosting the web-based communication and social media activities as key aspects of a more audience-focused and demand-driven strategy;

— supporting the CoR's statutory bodies, the President, the rapporteur for the CoR Communications strategy, and other CoR political leaders or members in anticipating and reacting to the EU policy agenda as it evolves from week to week, giving visibility to the CoR policy areas and proposals and providing members with clear, simple and ready-to-use communication content for regional and local audiences;

— ensuring regular dialogue with the secretariats of the political groups in relation to the communication activities;

— acting as CoR Coordinator for Editorial Activities, ensuring the coherence, clarity and strategic alignment of editorial content within the Directorate and across the institution, fostering synergies between communication activities and political priorities, and contributing to the implementation and evaluation of the CoR communication strategy;

— developing decentralised communication and outreach through local events and dialogues and the strategic use of the CoR's networks, including the EU Local Councillors Network and the Young Elected Politicians programme, in cooperation with local and regional authorities, stakeholders relevant to CoR key policy areas and the other EU institutions;

— leading innovation and modernisation in communication methods and channels, including the responsible use of artificial intelligence and other emerging technologies;

— contributing to senior management decision making, under the lead of the Secretary-General;

— organising, coordinating, managing and supervising the work of the directorate units;

— managing the directorate's human and budgetary resources efficiently, leveraging modern tools to optimise resource allocation, focus staff on higher value-added tasks and foster synergies and efficiency gains;

— planning, managing and reporting on the financial resources attributed to the directorate, including reliable project budgeting and risk analysis, and carrying out the responsibilities of authorising officer by subdelegation within the established limits;

— maintaining and further developing relations with the other EU institutions and representing the CoR in inter-institutional bodies.

3. **Eligibility**

The selection procedure is open to all candidates who, by the deadline for the submission of applications, meet the following conditions:

(i) *Administrative status*

Candidates must

— be a national of one of the Member States of the EU;

— enjoy full rights as a citizen and produce appropriate character references as to their suitability for the performance of the duties ([2]);

([2]) Prior to the appointment, the successful candidate will be asked to provide a certificate confirming that they do not have a criminal record.

— have fulfilled any obligations imposed on them by the laws concerning military service;

— be below retirement age, which, for officials and other staff of the EU, is set at the end of the month in which the age of 66 is reached;

— be physically fit to perform the duties – to ascertain this the successful candidate will be examined by the CoR medical officer prior to any appointment.

(ii) *Qualifications required*

Candidates must have a level of education corresponding to completed university studies, attested by a diploma ([3]) officially recognised in one of the EU Member States:

— following university studies with a normal duration of four years or more; or

— following university studies with a normal duration of at least three years, together with at least one year of relevant professional experience. This year of experience will not be taken into account when evaluating the professional experience required under point 3(iii).

(iii) *Professional experience required*

After gaining the qualifications set out under point 3(ii), candidates must have acquired at least fifteen years of professional experience in an area relevant to the post, at least five years of which must have been acquired with communication as the main activity. Of those fifteen years, at least five years must have been acquired in a management position (type of post: head of unit or equivalent and higher).

(iv) *Knowledge of languages*

Candidates must have a thorough knowledge of one of the official languages of the European Union (EU) and a satisfactory knowledge of another official language of the EU. For operational reasons, good knowledge of English or French is required (minimum B2 level of the Common European Framework of Reference for Languages ([4])). Good knowledge of the other of these two languages would be an asset. In addition, the ability to communicate effectively in other official languages of the European Union is an advantage.

Candidates are informed that the language requirements in this vacancy notice have been defined in the interests of the service, which require the new Director to be immediately operational and capable of communicating effectively in their daily work. It has long been the practice to use mainly English and French for internal communication in the CoR and these are also the languages most often needed when communicating with external stakeholders.

4. **Pre-selection criteria *(assessment of the application file)***

The pre-selection stage for eligible candidates will be carried out by means of a comparative assessment of **their professional experience** based on the information contained in the candidates' files.

Preference will be given to candidates possessing:

4.1. *Knowledge and experience relevant to the nature of the duties*

— substantial professional experience in institutional, public-sector or political communication, including media relations, experience in working with journalists and the provision of strategic communication advice and support to senior decision-makers or public representatives;

([3]) Only diplomas and certificates that have been awarded in EU Member States or that are the subject of equivalence certificates issued by authorities in the said Member States will be taken into consideration.

([4]) https://www.coe.int/en/web/common-european-framework-reference-languages/table-1-cefr-3.3-common-reference-levels-global-scale.

— proven experience in defining, implementing and assessing the impact of audience-focused communication strategies aimed at relevant stakeholders, including experience in addressing local and regional audiences and in translating policy or political priorities into coherent narratives and editorial content across media, digital, web-based and social channels;

— proven experience in decentralised communication and outreach through events, dialogues, networks and partnerships with a wide range of stakeholders, as well as in developing innovative communication methods and channels, including through the responsible use of artificial intelligence and other emerging technologies.

4.2. *Leadership skills*

— experience in leading sizeable multicultural teams, including providing direction to staff with coordination or supervisory responsibilities, setting objectives, providing feedback, carrying out staff assessment and supporting staff development;

— proven experience in managing human and financial resources and leading or implementing large-scale organisational change through modern working methods, tools and forward-looking solutions;

— knowledge of EU budgetary, legal and administrative procedures; experience as an authorising officer by subdelegation in managing EU appropriations would be considered an asset.

4.3 *Motivation and vision*

The pre-selection of candidates will also be based on their motivation to carry out the duties of Director of the Directorate for Communication and on their vision for shaping the CoR communication strategy and performing the role of Director, as set out in their cover letter.

5. **Selection criteria *(interview)***

The selection stage for shortlisted candidates will be carried out by means of an interview, during which the selection panel referred to in point 6 will put a number of similar questions to each candidate in order to carry out a comparative assessment of the candidates being considered at this stage.

The interview will focus specifically on each candidate's:

— knowledge and understanding of the CoR's political and institutional environment, the media landscape and the needs and working methods of journalists, as well as the main challenges and opportunities for communication, including those arising from artificial intelligence and other emerging technologies;

— strategic vision and judgment, including the ability to anticipate political, media, societal and technological developments, to design and implement effective, innovative communication strategies in line with CoR's political priorities;

— leadership and management skills, including the ability to inspire, motivate and guide teams, manage change, foster cooperation and translate strategic objectives into tangible results;

— motivation and interpersonal skills, including the ability to cooperate effectively, build consensus and maintain constructive relationships with a wide range of internal and external stakeholders;

— excellent communication and influencing skills, including the capacity to communicate clearly and with impact, engage with diverse audiences, speak in public and represent the Directorate and the CoR credibly in external and interinstitutional settings.

For functional reasons and in order to complete the selection procedure as quickly as possible in the interest of the candidates as well as that of the institution, the interview will be held in English or French, according to the candidate's choice. The required good knowledge of English or French referred to in point 3(iv) will be assessed during the interview. Knowledge of the other of these two languages may also be assessed during the interview, where relevant, as an advantage in accordance with point 3(iv).

6. **Steps of the procedure**

6.1. *Submission of application files*

The application files must be submitted solely via electronic means **in pdf format *not larger* than 10 Mb** to the following address: Recruitment.DirD@cor.europa.eu.

Candidates with a disability preventing them from presenting their application online may send their application by registered and recorded delivery to the address: *Comité européen des régions, à l'attention du chef de l'unité Recrutement et carrière, 101 rue Belliard, 1040 Bruxelles, BELGIQUE*, marked 'Confidentiel – avis de vacance – à ne pas ouvrir par le service courrier', by the deadline mentioned in point 6.2 at the latest, with the postmark constituting proof of date. In this case, the candidates must attach a certificate issued by an authorised body to their application, recognising their status as a disabled person. They are also invited to indicate, in writing, any requirement which they consider necessary to facilitate their participation in the recruitment procedure. Any further communication between the CoR and these candidates will be carried out by post.

The application file must **mention the reference of the vacancy notice (COR/AD14/30BIS/26) in the subject line** and contain:

— a cover letter (maximum 5 pages) in English or French, dated and signed, which should state the motivation of the applicant, give evidence of their proven track record against the criteria set out in point 4 and set out their vision on the way to shape the CoR communication strategy and to execute their role as Director;

— an up-to-date curriculum vitae (Europass format) in English or French;

— a dated and signed declaration in good faith (see form in Annex I) confirming that the eligibility conditions listed in point 3 have been met;

— the check-list shown in Annex II, dated and signed;

— a copy of an ID document;

— a copy of the university diploma attesting to the level of education required under point 3(ii);

— a copy of the supporting proofs of professional experience enabling the candidate's experience to be verified, in accordance with the conditions set out in point 3.

Copies submitted with the application do not need to be certified as conforming to the originals. The CoR reserves the right to ask for clarifications on the supporting documents.

Incomplete application files, files submitted after the deadline or files that do not comply with the rules governing the submission of applications will not be considered. Any false declaration will result in the application being declared null and void.

6.2. *Deadline for the submission of applications: 10 December 2026 at noon (Brussels time)*

The candidates will receive an acknowledgment of receipt of their application file by email. Application files arriving by registered post in accordance with point 6.1 will be acknowledged by post.

6.3. *Examination of application, pre-selection and selection*

A selection panel made up of the CoR President, the first Vice-President and the CoR political group Presidents, or their representatives, will assess the applications. The selection panel will be administratively assisted throughout all stages by the general secretariat. Only duly authorised representatives of the general secretariat may attend such proceedings in the performance of their respective functions.

The President and each member of the selection panel may be assisted in their individual preparatory work by a designated person of trust, provided that the person concerned has signed the declaration of confidentiality. The collective proceedings of the selection panel are, however, secret.

There are *four stages* in the process, as follows:

6.3.1. Eligibility check

Compliance with the eligibility criteria set out in point 3 will be assessed solely on the basis of the information provided in the declaration in good faith and official supporting documents, especially related to the professional experience. Information provided in the CV or in the cover letter without being substantiated by the required supporting documents, will not be taken into account for the verification of the eligibility.

With regard to the professional experience required under point 3, candidates must provide copies of supporting documents indicating the nature and the content of the duties performed, the periods during which the posts were held and the level of responsibility.

Compliance with the language requirements set out in point 3(iv) will initially be established on the basis of the declaration in good faith.

Candidates whose applications are assessed as ineligible will be informed accordingly.

6.3.2. Pre-selection, shortlist and assessment centre

Applications admitted following the eligibility check will be comparatively assessed by the selection panel on the basis of the pre-selection criteria set out in point 4. The candidates who best meet those criteria will be placed on a shortlist of no more than seven candidates.

For the purposes of this pre-selection based on the application files, candidates are invited to highlight in their cover letter the aspects of their professional experience that demonstrate how they meet the pre-selection criteria set out in point 4, their motivation to carry out the duties of Director of the Directorate for Communication, and their vision for shaping the CoR communication strategy and performing the role of Director.

The shortlisted candidates will be invited to an assessment centre before the selection interview. They will be informed of the programme and methodology in due time. The purpose of this assessment will be to evaluate their managerial skills, including the handling of information, tasks, people and interpersonal relationships, and their ability to achieve goals. The result will be non-binding and will provide the selection panel with additional input for the selection interview.

Candidates who are not shortlisted will be informed accordingly.

6.3.3. Interview

Following the assessment centre, the shortlisted candidates will be invited to an interview conducted by the selection panel in accordance with point 5.

6.3.4. Appointment

After the interviews, the selection panel will identify the candidate deemed most suitable for the duties of Director for Communication. The Secretary-General will propose that candidate to the Bureau, which may invite the proposed candidate for a hearing. No reserve list will be established.

The candidates who are not proposed for appointment will be informed thereof at the end of the procedure.

In accordance with the CoR's Rules of Procedure, the appointment of any official to the type of post Director or equivalent depends on a favourable vote from the Bureau. In the event of a favourable vote, the Bureau will instruct the CoR President to sign the decision covering the appointment of the proposed candidate. If the Bureau does not vote in favour of the proposed candidate, the selection procedure will be closed without an appointment being made.

6.4. *General provisions applicable to the procedure*

In the framework of this vacancy notice, the Appointing Authority will examine the possibilities of filling the vacant post in accordance with the order set out in Article 29 of the Staff Regulations: the examination of applications presented under Article 29(1)(a) (post to be filled by transfer, by appointment or by promotion), then Article 29(1)(b) (transfer between institutions), and finally, Article 29(2). This order will be observed at each of the stages set out above.

With a view to promoting diversity among senior managers, where several candidates applying under the same category (Article 29(1)(a), Article 29(1)(b) or Article 29(2), in descending order of priority) are found to be of equal merit, preference may be given to candidates who contribute to a more balanced gender representation or increase the geographical diversity among CoR senior managers.

7. **Recruitment conditions**

A candidate selected under this vacancy notice will be appointed Director of the Directorate for Communication (grade AD 14). An official appointed for the first time to a management position in an institution, body or agency subject to the Staff Regulations of Officials of the European Union will be required to serve a nine-month probationary period.

8. **Provisional timetable**

Deadline for applications:	10 December 2026 at noon (Brussels time)
Eligibility check + shortlist:	January 2027
Assessment centre:	February 2027
Interviews:	April 2027
Expected recruitment date:	June 2027

The timetable is provisional and subject to modification. The shortlisted candidates will be notified in due time.

9. **General information**

The appointment will take place subject to budget availability.

Under no circumstances should applicants approach the selection panel, either directly or indirectly, concerning this selection procedure. The selection panel reserves the right to disqualify any applicant who disregards this instruction.

The CoR will ensure that candidates' personal data is handled in full compliance with the provisions of Regulation (EU) 2018/1725 of the European Parliament and of the Council ([5]).

For information related to Data Protection, please see the Data Protection Notice:

Data protection – European Committee of the Regions ([6]).

The CoR is an equal-opportunities employer, precluding any discrimination.

10. **Requests for review and complaints**

Without prejudice to their right to lodge a complaint under Article 90(2) of the Staff Regulations or to bring an action before the Court of Justice of the European Union under Article 91 of the Staff Regulations, candidates may request an internal review of any decision of the selection panel that directly and immediately affects their status in the selection procedure, on grounds of non-compliance with the rules governing the selection procedure laid down in this vacancy notice.

([5]) 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, ELI: http://data.europa.eu/eli/reg/2018/1725/oj).

([6]) https://cor.europa.eu/en/data-protection.

The duly substantiated request must be submitted by email to Recruitment.DirD@cor.europa.eu within five working days of the date on which the decision is notified to the candidate by email. It must identify the decision concerned and set out the grounds on which the request is based.

The selection panel will take a decision and a reasoned reply will be sent to the candidate in due course.

The President
of the European Committee of the Regions
Kata TÜTTŐ

ANNEX I

VACANCY NOTICE No COR/AD14/30BIS/26

DECLARATION IN GOOD FAITH

Article 29(2)

THE CANDIDATE

Last name and first name: .....

I declare that the information and all the documents provided in my application are both truthful and complete.

I declare on my honour that on the closing date for applications:

i. I am a national of one of the Member States of the EU;

ii. I enjoy full rights as a citizen;

iii. I will provide the character references required for the performance of the duties;

iv. I have fulfilled any obligations imposed on me by the laws concerning military service;

v. as far as I am aware, I am physically fit to perform the duties envisaged;

vi. I am below retirement age, which, for officials and other staff of the EU, is set at the end of the month in which the age of 66 is reached;

vii. I have a level of higher education corresponding to completed university studies, attested by a diploma officially recognised in one of the EU Member States, following university studies with a normal duration of four years or more, or completed university studies, attested by a diploma officially recognised in one of the EU Member States, following university studies with a normal duration of at least three years, together with at least one year of relevant professional experience;

viii. I have at least fifteen years of professional experience in an area relevant to the post, at least five years of which must have been acquired with communication as the main activity. Of those fifteen years, at least five years must have been acquired in a management position (type of post: head of unit or equivalent and higher); where the normal duration of university studies is three years, the additional year of relevant professional experience will not be taken into account when evaluating the professional experience required under point 3(iii);

ix. I have a thorough knowledge of one of the official languages of the European Union and at least a satisfactory knowledge of another official language of the European Union;

x. I have at least a good knowledge of English or French (level B2).

This declaration, together with the check-list, is an integral part of the application file and must be attached to my official cover letter.

I am aware that:

— my application will be rejected if I do not send the requested documents in accordance with the arrangements required by the vacancy notice;

— any false declaration will cause the automatic annulment of my application.

Date: ..... Signature: .....

ANNEX II

VACANCY NOTICE No COR/AD14/30BIS/26

CHECK-LIST

Article 29(2)

THE CANDIDATE

Last name and first name: .....

declares that the application file includes the following components (put a cross in the relevant boxes):

		YES	NO
1.	Copy of university diploma attesting to four years of study or more **or** Copy of university diploma attesting to three years of study or more **and** Appropriate professional experience of at least one year	☐	☐
2.	Supporting documents covering at least 15 years of professional experience (five years with communication as the main activity), of which at least five years in a management position (type of post: head of unit or equivalent and higher).	☐	☐
3.	Copy of an official identity document	☐	☐
4.	Cover letter (five pages maximum) in English or French	☐	☐
5.	CV in Europass format in English or French	☐	☐
6.	Declaration in good faith, dated and signed	☐	☐

Date: ..... Signature: .....

ANNEX III

PROVISIONS REGARDING REQUESTS FOR REVIEW – ADMINISTRATIVE COMPLAINTS AND JUDICIAL PROCEEDINGS – COMPLAINTS TO THE EUROPEAN OMBUDSMAN – EQUAL OPPORTUNITIES – ACCESS TO DOCUMENTS – PROTECTION OF PERSONAL DATA

REQUESTS FOR REVIEW

Without prejudice to the right to lodge a complaint under Article 90(2) of the Staff Regulations or to bring an action before the Court of Justice of the European Union under Article 91 of the Staff Regulations, candidates may request an internal review of any decision of the selection panel that directly and immediately affects their status in the selection procedure, on grounds of non-compliance with the rules governing the selection procedure laid down in this vacancy notice.

The duly substantiated request must be submitted by email to Recruitment.DirD@cor.europa.eu within five working days of the date on which the decision is notified to the candidate by email. It must identify the decision concerned and set out the grounds on which the request is based. The selection panel will take a decision and a reasoned reply will be sent to the candidate in due course.

ADMINISTRATIVE COMPLAINTS AND JUDICIAL PROCEEDINGS

Candidates may lodge an administrative complaint under Article 90(2) of the Staff Regulations against an act adversely affecting them. The complaint must be submitted to the Appointing Authority within the time limit laid down in Article 90(2) of the Staff Regulations, using the functional address specified for this purpose by the CoR.

Candidates may also bring an action before the Court of Justice of the European Union under Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations. The applicable procedural requirements and time limits are set out in the Staff Regulations and the Rules of Procedure of the competent court.

COMPLAINTS TO THE EUROPEAN OMBUDSMAN

Like all citizens of the European Union, you may lodge a complaint with the:

European Ombudsman
1, avenue du Président Robert Schuman
CS 30403
67 001 Strasbourg
FRANCE
https://www.ombudsman.europa.eu/en/home

A complaint to the European Ombudsman has no suspensive effect on the time limits laid down in Articles 90(2) and 91 of the Staff Regulations. Before lodging a complaint with the Ombudsman, candidates must first make the appropriate administrative approaches to the CoR.

EQUAL OPPORTUNITIES

The CoR is an equal-opportunities employer and will ensure that the selection procedure is conducted without discrimination on any of the grounds prohibited by applicable EU law.

Candidates requiring reasonable accommodation are invited to indicate, in writing, any arrangements they consider necessary to facilitate their participation in the selection procedure. Such requests will be handled confidentially and in accordance with the applicable data-protection rules. Candidates whose disability prevents them from submitting their application electronically should follow the alternative submission arrangements set out in point 6.1.

REQUESTS FROM CANDIDATES FOR ACCESS TO DOCUMENTS DIRECTLY CONCERNING THEM

Candidates have a right of access to certain information concerning them directly and individually, subject to the requirement to preserve the confidentiality of the selection panel's proceedings.

Requests for access to documents directly concerning a candidate will be examined in accordance with the applicable rules, including the confidentiality of the selection panel's proceedings and the protection of personal data. Such requests may be submitted once the selection procedure has been completed.

PROTECTION OF PERSONAL DATA

The CoR will process candidates' personal data in accordance with Regulation (EU) 2018/1725. Further information on the purposes of processing, recipients, retention periods and candidates' rights is provided in the Data Protection Notice referred to in point 9 of this vacancy notice.

Date: ..... Signature: .....