VACANCY NOTICE - CONTRACT AGENT

Job title	**Legal and Policy Officer**
Reference	**EC-2026-DEFIS-525760**
Application deadline	01/12/2026 - 12.00 (noon, Brussels time)
Directorate-General (full name)	Directorate-General for Defence Industry and Space
Unit	Unit A2, Enablers, Resilience and Military Mobility
Place of assignment	Brussels
Domain*	European Policy/Law
Contract type and Function Group	Contract Agent 3b FG IV
Other useful information (contract duration, other ...)	

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About us
The Directorate-General for Defence Industry and Space (DG DEFIS) leads the European Commission's activities in the European defence industry and European space sectors. DG DEFIS implements the Union's Space Programme and ensures an innovative, and competitive defence industry. As part of Directorate A, entrusted with strengthening the competitiveness, innovation, and resilience of Europe's defence industry, Unit A2 (Enablers, Resilience and Military Mobility) is tasked with enhancing military mobility across the European Union, contributing to EU's strong deterrence posture and defence readiness. Within DEFIS, the unit leads, in close collaboration with DG MOVE, the development and implementation of the 2025 Military Mobility Package, with the aim of streamlining and strengthening military transport within the EU. Unit A2 is also responsible for supporting Member States in strengthening access to strategic enablers and increasing civil-military preparedness and resilience, preparing for and responding to severe security crises. Moreover, the Unit supports the competitiveness and green transition of the EU's civil aeronautics industry. It manages the Alliance for Zero-Emission Aviation (AZEA), which aims to accelerate the deployment of electric and hydrogen-powered aircraft. The Unit is also responsible for advancing Single Market legislation and harmonised standards that support the development and safe integration of civil drone applications. The unit is composed of a mix of dedicated policy officers, economists, lawyers and defence experts who work closely together in a collaborative and positive atmosphere. The team is committed, hard-working and supportive, while also maintaining a friendly and enjoyable working environment.



About the role

A very interesting position as Legal and Policy Officer, contributing to the topics of resilience/ civil-military preparedness and supporting the development and implementation of the Military Mobility Regulation. Moreover, the colleagues will contribute on new initiatives in the area of enablers.

The role involves legal drafting, the provision of legal expertise, the development and advancement of policy initiatives, support for negotiations with co-legislators and stakeholders, as well as interaction with relevant services and external partners.

The successful candidate will be responsible to:

Contribute to a broad range of activities on military mobility and resilience/ civil-military preparedness.

Develop, coordinate, and implement EU policies and studies on Military Mobility and assist in implementing the Military Mobility Regulation within the Commission and support with the implementation across Member States, monitoring and analysing legislative impacts.

Develop, coordinate, and implement EU policies and studies on civil-military preparedness, helping to ensure that Member States can rely on Union support in the most extreme security scenarios, including severe hybrid attacks, armed aggression and natural disasters.

Provide comprehensive legal analysis and advice on the Military Mobility Regulation and Enablers and Resilience/ civil-military preparedness initiatives, ensuring compliance with EU law.

Prepare replies to requests for advice and legal interpretation, handle access to documents requests and to oral and written questions from Members of the European Parliament.

Prepare briefings, speeches and speaking notes on the specific policy domains and related issues.

Draft and review legal documents, reports and minutes, including during negotiations with co-legislators and preparation of new initiatives.

Contribute to the development of policies related to enablers and resilience.

Develop and formulate EU / Commission policies in the field of countering hybrid threats.

Actively support and participate in meetings and negotiations.

Participate in meetings with the Council, European Parliament, NATO, and other stakeholders.

Prepare and deliver presentations to EU institutions and external partners, articulating policy and regulatory positions.

Facilitate discussions and meetings with government and industry representatives to ensure cohesive policy implementation.

Collaborate with various EU bodies, MS and international partners to align objectives.

Qualifications, experience and skills

The successful candidate should be dynamic, motivated and enthusiastic, with a good knowledge of legal analysis, policymaking and EU legislative processes. A recognised university degree (or equivalent) in law, European studies, political science, or a related field.

Familiarity with EU defence policies, military mobility and civil-military preparedness, including hybrid threats, as well as relevant professional experience at national or international level, is essential. In particular, at least 5 years of professional experience in defence, notably in the defence industry, is essential.

An additional two years of professional experience in law would be considered an advantage.

Experience of one year in civil protection, emergency response and humanitarian aid would be considered desirable.

The candidate should be rigorous in his/her work, resilient under pressure, and able to prioritise and deliver high-quality outputs under tight deadlines.

The ideal colleague is a strong team player and will maintain a collaborative atmosphere with colleagues across DG DEFIS, the Commission and external stakeholders. He/she should be able to anticipate emerging issues, inform the hierarchy in a timely manner and present possible solutions. The candidate should also demonstrate strong communication skills, both when presenting their area of expertise to a broader audience and in handling more complex or sensitive discussions effectively.

Oral fluency and advanced legal drafting skills in English are essential. Good command of French.

SECURITY CLEARANCE: The successful candidate will be required to undergo security vetting if she/he does not already hold security clearance at an appropriate level (EU secret), in accordance with the relevant security provisions.

How to express your interest?

You should send your documents in **one <u>single</u> pdf** in the following order:

1. Your CV 2. Completed application form

Please send these documents by the publication deadline to DEFIS-A2@ec.europa.eu indicating the selection reference EC-2026-DEFIS-525760

Eligibility, recruitment steps, contract and working conditions



Please consult the pdf document at the end of this page