VACANCY NOTICE FOR TEMPORARY AGENT SELECTION

Job title (same as on the job description)	Legal Officer - Enlargement / Legal issues
Reference	ENEST/COM/2026/2265
Application deadline	09/12/2026 - 12.00 (Brussels time)
Directorate-General (full name)	Directorate-General for Neighbourhood Policy and Enlargement Negotiations
Unit	A1
Place of assignment	Brussels
Grade range	AD5-AD7
Domain *	External relations
Contract type	Temporary Agent 2b

About us ("We are")

The unit's overall objective is to ensure coordination of the EU's enlargement strategy and policy within DG ENEST. The unit is responsible for the development and consistent application of the enlargement methodology across all candidate countries and potential candidates. In this capacity, it coordinates horizontal exercises such as the annual enlargement package, the screening process and the economic dialogue with enlargement countries, and leads on the Rule of Law report chapters for enlargement countries. It also coordinates legal work related to Accession Treaties. The unit coordinates with line DGs through the Interservice Group on Enlargement and ensures a coordinated Commission position in the various Council bodies.

In the accession negotiations, the unit leads on the fundamentals cluster, including judiciary and fundamental rights, justice, freedom and security, functioning of democratic institutions, and public administration reform, and holds the chapter desk function for chapters 23, 5, 18 and 32 as well as chapters 16, 34 and 35.

The unit acts as ENEST entry point for the thematic programme on human rights and democracy under NDICI, and provides strategic steer to relations with key institutional stakeholders (Council of Europe, OSCE, OECD-Sigma, etc).



About the role ("We propose")

- An interesting and challenging legal position in a dynamic working environment.
- Contributing to the development and implementation of the EU's enlargement policy.
- Contributing to EU policymaking in the rule of law area and engagement with Enlargement countries and partners in the Eastern Neighbourhood, from a legal standpoint.
- A varied job, carried out in cooperation with counterparts across the Commission and beyond.
- A full set of learning and training opportunities, targeted to the needs of the job.

The DG values and promotes cross-sectoral work. The jobholder may therefore be called to contribute to various tasks and projects in line with the needs of the unit, the directorate or the DG, as guided by the DG's political priorities.

Qualifications, experience and skills ("We look for")

The ideal candidate should be a proactive, motivated and well-organised lawyer with excellent coordination skills. In-depth knowledge of the EU's enlargement policy, tools and its methodology is a requirement, including specialised knowledge on Enlargement and EU external law, with particular focus on the work related to the Accession Treaties, technical adaptations to the acquis and drafting techniques associated to legal annexes and legal aspects of draft EU Common Positions for accession steps. Experience of working with countries in the EU Enlargement context would be a strong advantage. The capacity coordinate across Commission services and working with EU Member States is at the core of the position. Previous practice in legal departments of international and EU bodies is considered an asset.

S/he should have at least 2 years of relevant proven professional experience. S/he should have strong analytical skills, sense of initiative, coordination abilities and well- developed political judgement, as well as a strong capacity to articulate sound and punctual legal advice. S/he should have a high personal commitment on quality, timeliness and accuracy, and ability to deliver within short deadlines on a multi-task basis. Capacity to perform duties autonomously and in a flexible way is important, coupled with strong team spirit and aptitude to collegiality. Good written and oral communication skills are required, including capacity to articulate complex ideas & proposals in a simple way in written documents. Demonstrated ability to deal with politically sensitive issue under high time pressure is required, in particular from a legal perspective.

An excellent command of English is essential. Knowledge of other EU languages is an advantage.

How to express your interest?

You should send your documents in a single pdf in the following order:
1. your CV 2. completed application form.
Please send these documents by the publication deadline to ENEST-A1@ec.europa.eu indicating the selection reference ENEST/COM/2026/2265 in the subject.

No applications will be accepted after the publication deadline.

Eligibility

For eligibility please consult this page with all the information needed.