**MAKE A DIFFERENCE - JOIN THE EUROPEAN COMMISSION**

Do you want to help shape the future of the European Union? Make the planet greener, promote a fairer society, or support businesses and innovation across the EU? Then come and work for the European Commission where you can really make a difference!

Commission staff are a diverse group of people, who are motivated to help make Europe – and the world – a better place. They come from the 27 Member States of the European Union. Different nationalities, languages and cultures make the Commission a vibrant and inclusive working place.

**WE OFFER ATTRACTIVE WORKING CONDITIONS AND MUCH MORE:**

* Interesting and challenging positions with plenty of opportunities for training and acquiring new skills and competencies over your whole career;
* Opportunities to try several areas of work throughout your career;
* Flexible working conditions and the possibility of teleworking – we care about your work-life balance;
* A competitive financial package, including comprehensive sickness, accident and pension schemes;
* Multilingual schools for your kids;
* We are also proud to be an equal opportunity employer and promote diversity and inclusion.

**We recruit from a wide range of backgrounds:**

We are not only recruiting political scientists and lawyers but also looking for all kinds of profiles, including natural scientists, linguists and economists, as well as drivers and engineers.

For more information [ec.europa.eu/work-with-us](https://commission.europa.eu/about-european-commission/organisational-structure/people-first-modernising-european-commission/people-first-working-european-commission_en).

**STAFF RECRUITED ON CONTRACTS**

In addition to permanent officials, the European Commission often recruits non-permanent staff. There are two categories of non-permanent staff:

* [**temporary agents**](https://epso.europa.eu/en/selection-procedure/how-apply) are recruited to fill vacant positions for a set amount of time or to perform highly specialised tasks.
* [**contract agents**](https://epso.europa.eu/en/selection-procedure/how-apply) may provide additional capacity in specialised fields where an insufficient number of officials is available or carry out a number of administrative or manual tasks. They are generally recruited for fixed-term contracts (maximum 6 years in any EU Institution), but in some cases they can be offered contracts for an indefinite duration (in offices, agencies, delegations or representations).

For more information on different [staff categories](https://epso.europa.eu/en/eu-careers/staff-categories#tab-0).

**Legal Officer**

**in DG Employment, Social Affairs and Inclusion of the European Commission**

**Job title\*:** Legal Officer

**Domain\*\*:** Law

**Where**: Unit EMPL.G.1 "European Social Fund+” Brussels

**Function Group**: FG IV

**Contract Type**: 3b

**Express your interest until**: 15-02-2024 - 12.00 (Brussels time)

**WE ARE**

Directorate General Employment, Social Affairs and Inclusion pursues policy, legislative and financial initiatives in order to contribute to the achievement of a highly competitive social market economy in the European Union within the context of the Europe 2020 Strategy. It aims at creating more and better jobs, improving the functioning of labour markets, combatting poverty and social exclusion, promoting social justice, enabling the free movement of workers and promoting workers' rights, health and safety at work.

Within this Directorate General, EMPL G1 is a young, committed and friendly team of about 25 people. We coordinate the European Social Fund Plus (ESF+) and develop in that context policy with other Cohesion Policy Funds DGs. We work extensively with and provide guidance to colleagues in the DG and beyond, to ensure the effectiveness of the European Social Fund + (with a budget 2021-27 of some EUR 136 bn) and its main pillars, the Just Transition Fund (JTF) and the implementation of REACT-EU (Recovery assistance for cohesion and the territories of Europe).

The unit:

* ensures, in close cooperation with other services, coordination and implementation of the ESF+, YEI (Youth Employment Initiative), FEAD (Fund for European Aid to the Most Deprived), JTF and REACT-EU.
* prepares the legislative proposals regarding the legal framework applicable to the ESF+ and the above-mentioned funds, as well as secondary legislation relevant for implementation of these Funds and participates in the negotiations of the legislative proposals in the Council and the European Parliament.
* prepares guidance for programming of the ESF+ and monitors related areas of the cohesion policy funds. It also ensures adequate legal and policy guidance in coordination with other shared management DGs and Commission services to support the coherent implementation and interpretation of Regulations, related legislation, and guidelines.
* prepares, together with the relevant EMPL units and DGs, the policies to be supported by the ESF+ and provides guidance to EMPL geographical units in charge of the ESF+ implementation.
* ensures the effective implementation of the funds by providing fora for discussion and exchange on ESF+ and other cohesion policy funds between geographical units and national managers, ensuring the Secretariat of the ESF+ Committee.

**WE PROPOSE**

Unit EMPL G1 is seeking to hire one person who will be part of the legal team, which is the team responsible for preparing the legislation and legal guidance for the implementation of the Funds under the responsibility of the Unit. The legal team is a very dynamic team, with a positive atmosphere and a high sense of responsibility.

This position encompasses, inter alia, providing legal interpretation and legal guidance to the other teams of the unit and to the EMPL geographical units managing ESF+ programmes, as well as drafting legal proposals. Regular interaction with other services, notably, DG REGIO, the Legal Service, DG BUDG, Secretariat General, and DG JUST are part of the day-to-day work.

The successful candidate will be involved in a full range of tasks aiming at:

* Providing legal analysis and interpretation of EU regulations relating to DG EMPL funding instruments such as ESF, ESF+, REACT-EU and JTF, as well as CPR (Common Provisions Regulation) and liaise with the Legal Service.
* Preparing legislative proposals for adoption or amendment to Regulations and secondary legislation
* Providing legal guidance to DG EMPL units to support the coherent implementation and interpretation of CPR and related legislation.
* Interfacing with DG EMPL geographical units to ensure correct and consistent programming and implementation of the Funds.
* Coordinating legal interpretation of the Regulations applicable to the Funds with other concerned services
* Providing contributions to briefing requests and replies to Parliamentary questions related to DG EMPL funds
* Assisting in the representation of DG EMPL in internal and external meetings with stakeholders, as well as EU inter-institutional relations.

**WE LOOK FOR**

We are looking for a candidate who is passionate to work in a team, who is dynamic, pro-active and has good organizational and coordination capacities as well as legal and policy analysis, sense of responsibility and experience. The ideal candidate should have some work familiarity in the above-mentioned fields, particularly in relation to structural funds and social and territorial cohesion policies.

A University degree in Law or European Public Administration and proven experience of at least three years in the area of shared management Funds, will be required for this position.

Knowledge of the legal context regarding the Charter of Fundamental Rights would be a plus. Good drafting skills are necessary; knowledge of Commission administrative procedures is a plus awareness of the Commission and inter-institutional legislative processes is an asset.

The job holder should be at ease in a fast-moving environment where a quick reaction to new priorities is part of daily work. Proficiency in English is required and good knowledge French is an asset.

**HOW TO EXPRESS YOUR INTEREST?**

With a view to guaranteeing equal access to all, the Commission recruits from an open database of spontaneous applications. The present call for interests aims at helping the recruiters to identify potentially interested candidates within this database.

In practice, to express your interest, please follow the subsequent two steps:

1. If you are not registered yet in the open EPSO database, please do so at the following address: [CAST Permanent](https://eu-careers.europa.eu/en/job-opportunities/open-for-application). Please select under selection procedures for contract agent the CAST permanent profile that best suits your education and experience.
2. You should send your documents in a single pdf in the following order:
1. your CV 2. motivation letter 3. duly filled in application form.
Please send these documents by the publication deadline to jeroen.jutte@ec.europa.eu
3. indicating the call for interest reference EC-2024-EMPL-367410 in the subject.

**No applications will be accepted after the publication deadline.**

# ANNEX

# *Selection*

# Am I eligible to apply?

**You must meet the following eligibility criteria when you validate your application**:

Our rules provide that you can only be recruited as a contract agent at the European Commission if you:

## General criteria:

* Are a citizen of a Member State of the EU and enjoy full rights as a citizen;
* Have fulfilled any obligations imposed by applicable laws concerning military service;
* Are physically fit to perform the duties linked to the position;
* Produce the appropriate character references as to suitability for the performance of the duties.
* Have passed an EPSO CAST in the relevant Function Group for this position. At the stage of the application, it is sufficient to be registered in the [EPSO CAST](https://eu-careers.europa.eu/en/job-opportunities/open-for-application) data base.

## Qualifications:

1. Have a level of education which corresponds to completed university studies of at least three years attested by a diploma.

Only qualifications issued or recognised as equivalent by EU Member State authorities (e.g. by the Ministry of Education) will be accepted.

## Languages:

* have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU[[1]](#footnote-1)
* AND have a satisfactory knowledge (minimum level B2)[[2]](#footnote-2) of a second official language of the EU, to the extent necessary for the performance of the duties.

# What about the selection steps?

The selecting unit chooses from the EPSO database[[3]](#footnote-3) candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best candidates. Due to the large volume of applications that we may receive only candidates selected for the interview will be notified.

For operational reasons and in order to complete the selection procedure as quickly as possible in the interest of the candidates and of the institution, the selection procedure will be carried out in English and possibly in a second official language.

# *Recruitment*

The candidate selected for recruitment will be requested to provide documentary evidence in support of the statements made in the database and, where relevant, the call for interest.

The successful candidate will be required to undergo a mandatory pre-recruitment medical check-up carried out by the Commission.

# Type of contract and working conditions

# The place of employment will be in Brussels.

The successful candidate will be engaged as a **contract agent under Article 3(b) of the** [Conditions of Employment of Other Servants](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140501)**, in function group FG IV.** General information on Contract Agents can be found at this [link](https://epso.europa.eu/en/eu-careers/staff-categories#tab-Contract%20staff).

The grade or proposed grade range, as well as the step in that grade, will be defined on the basis of the candidates’ previous professional experience, in accordance with [Commission Decision C(2017)6760](https://ec.europa.eu/transparency/documents-register/detail?ref=C(2017)6760&lang=en) laying down the criteria applicable to classification in step on engagement.

For 3b: The duration of thefirst**contract will be of 1 year.** Subject to the interest of the service, the contract can be extended to a maximum duration of 6 years.

The duration of the extension will be defined according to the General Implementation Rules in force at that moment, in accordance with [Commission Decision C(2017)6760](https://ec.europa.eu/transparency/documents-register/detail?ref=C(2017)6760&lang=en) on policies for the engagement and use of contract agents.

All new staff have to successfully complete a 9-month probationary period.

#### The pay of staff members consists of a basic salary supplemented with specific allowances, including, where applicable, expatriation and family allowances. The provisions guiding the calculation of these allowances can be consulted in the Conditions of Employment of Other Servants. As a member of staff of the European institutions, your pay is subject to a tax raised by those institutions.

|  |
| --- |
| The European Commission applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations.Should you need further information on working conditions, please refer to [Working conditions and benefits of EU Careers](https://epso.europa.eu/en/eu-careers/benefits#tab-Work/Life%20Balance). |

For information related to Data Protection, please see the Specific [Privacy Statement](https://ec.europa.eu/dpo-register/detail/DPR-EC-02054.3) under “7. Information to data subjects on their rights”, to find your rights and how to exercise them in addition to the privacy statement, which summarises the processing of your data.

1. The official languages of the European Union are: BG (Bulgarian), CS (Czech), DA (Danish), DE (German), EL (Greek), EN (English), ES (Spanish), ET (Estonian), FI (Finnish), FR (French), GA (Irish), HR (Croatian), HU (Hungarian), IT (Italian), LT (Lithuanian), LV (Latvian), MT (Maltese), NL (Dutch), PL (Polish), PT (Portuguese), RO (Romanian), SK (Slovak), SL (Slovenian), SV (Swedish). [↑](#footnote-ref-1)
2. For details on language levels, please see the Common European Framework of Reference for Languages (https://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr). [↑](#footnote-ref-2)
3. Therefore, candidates who did not pass already a CAST on the level Function Group IV, should register their profile at this [address](https://epso.europa.eu/en/job-opportunities/open-for-application). [↑](#footnote-ref-3)