



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.



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](#) are recruited to fill vacant positions for a set amount of time or to perform highly specialised tasks.
- [contract agents](#) 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](#).



Legal and policy officer

Directorate-General for Energy (DG ENER) of the European Commission

Selection reference: ENER/COM/2024/469

Domain: European Public Administration - Energy

Where: Unit ENER.B.1, Brussels

Staff category and Function Group: Temporary agent 2b/2d - Administrator

Grade: AD5-AD7

Publication deadline: 21.03.2023 - 12.00 (Brussels time)

WE ARE

The Directorate-General for Energy works towards ensuring secure, sustainable, competitive and affordable energy for all EU citizens and the economy. Its policies play a central role in the implementation of the European Green Deal. They help the EU meet its ambitious climate and energy targets and contribute to achieving climate-neutrality by 2050. Within Directorate B 'Just Transition, Consumers, Energy Efficiency and Innovation', unit ENER.B.1 "Consumers, Local Initiatives, Just Transition" is responsible for placing the consumers in the centre of a clean and just energy transition through citizen empowerment and strong consumer protection, including for the vulnerable and energy poor, as well as through linking consumer to the energy market via digital technologies. In addition, the unit is responsible for just transition more broadly, from individuals, such as the energy poor to communities and regions such as coal regions in transition. The Unit is also the focal point for several local and regional initiatives on energy that engage cities, energy communities, businesses and other stakeholders in the transition. The Unit is responsible for legislative and non-legislative initiatives in these areas, including implementation, enforcement and further development of legislation concerning consumers, energy poverty and vulnerability. This also includes the Commission proposal for the Electricity Market Design Reform.

WE PROPOSE

We propose an interesting and demanding position of legal and policy officer, member of B1's Consumer team and the sub-team consumer empowerment working on prosumers, demand-response, energy communities and decentralized energy exchanges. S/he will provide expertise on energy policy and regulatory aspects of consumer empowerment and protection with particular focus on citizens, local authorities, small businesses and communities. This includes the protection of consumers within consumer empowerment schemes, as well as addressing the social aspects of the clean energy transition. The role covers policy design and implementation, policy enforcement as well as more analytical work related to consumer behavior, retail and decentralized energy markets and statistical analysis and interpretation and design of statistical indicators.

(Selection reference ENER/COM/2024/469)



WE LOOK FOR

We are looking for a highly motivated, dynamic and result-oriented colleague possessing the following competencies:

- solid economic education and background
- excellent knowledge of EU energy policy, with particular reference to consumer-related issues and energy poverty, functioning of the retail energy market and energy regulation in Member States and good knowledge of EU climate policy and the social aspects of the clean energy transition
- excellent analytical, numerical, oral and written communication skills
- excellent drafting skills and the ability to link analysis and policy development
- a strong sense of responsibility, ability to work autonomously in a pro-active manner
- fluency in English is a 'must', the ability to work in other languages an asset
- the ideal candidate should have at least 2 years of job-related experience.



HOW TO EXPRESS YOUR INTEREST?

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 ENER-B1-RECRUITMENTS@ec.europa.eu indicating the selection reference ENER/COM/2024/469 in the subject.

No applications will be accepted after the publication deadline.



ANNEX

1. 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 temporary 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 post;
- Produce the appropriate character references as to suitability for the performance of the duties.

Qualifications:

In order to be recruited in this position, you must have at least a level of education which corresponds to completed university studies of at least 3 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. Furthermore, before recruitment, you will be required to provide the documents that corroborate the eligibility criteria (diplomas, certificates and other supporting documents).

Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU¹
- AND a satisfactory knowledge (minimum level B2) of a second official language of the EU, to the extent necessary for the performance of the duties.

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).



➤ **What about the selection steps?**

The post was published internally within the Commission, inter-institutionally, and brought to the attention of competition laureates.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority. Only in the case that no suitable candidate can be found from the afore-mentioned categories this vacancy notice is published and is open to other applicants².

The selection panel will choose a limited number of candidates for interview, based on the CV and motivation letter that they submitted. Due to the large volume of applications, we may receive, **only candidates selected for the next step of the selection phase 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.

2. Recruitment

The candidate selected for recruitment will be requested to supply documentary evidence in support of the statements made in their application.

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**.

In case the successful candidate is an external candidate, s/he will be engaged as a **temporary agent under Article 2(b)/2(d) of the [Conditions of Employment of Other Servants](#), in function group AD.**

The recruitment grade, as well as the step in that grade, will be defined on the basis of the duration of the candidates' previous appropriate professional experience, in accordance with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

² Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



The duration of the **1st contract will be of 1 to 3 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service. 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\(2013\)9049](#) on policies for the engagement and use of temporary 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](#).

For information related to Data Protection, please see the [Specific Privacy Statement](#) 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.