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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 Migration and Home Affairs

Selection reference: HOME/COM/2024/467

Domain: European Public Administration

Where: HOME.B3 - Digital Schengen, Brussels

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

Grade: AD 5-7

Publication deadline: 19.03.2024 - 12.00 (Brussels time)

WE ARE

We are the European Commission's department (DG HOME) in charge of migration and home affairs.

Our work covers the **following policy areas:**

Migration and Asylum

The New Pact on Migration and Asylum, which was proposed in September 2020 and agreed between the European Parliament and the Council in December 2023, is a set of regulations and policies to create a fairer, efficient, and more sustainable migration and asylum process for the European Union.

Internal security

DG HOME oversees the EU's internal security policy as part of the Security Union Strategy 2020-2025. The aim is to build a safer Europe by fighting terrorism and organised crime, by promoting police cooperation and preparing for rapid crisis responses. Our actions in these areas include stricter rules against illicit trafficking of firearms and on trafficking in human beings, as well as revision of legislation on combating child sexual abuse, sexual exploitation and child pornography.

Schengen, borders and visa

Our role is to protect the EU external borders and maintain the Schengen Area which is an area without internal borders, in which EU citizens and many non-EU nationals (staying legally in the EU) can freely move around without being subjected to border checks.

International affairs

In our policies, we promote dialogue and cooperation with non-EU countries so that we can work in partnership and tackle common challenges. Our external action contributes to the strengthening of the EU's position as a reliable, active and pragmatic global player, while ensuring the effectiveness of our policies. We also manage EU financing instruments that support concrete actions in the field of Home affairs.



Unit HOME B3 plays a key role in the Schengen Strategy and the New Pact on Migration and Asylum. We develop and implement the policy and regulatory framework for the EU information systems for borders, migration and security, and their interoperability. These systems are essential for the effective management of the external borders of the Schengen area. They contribute to internal security and support police cooperation. We contribute to the digitalisation and modernisation of home affairs, and to a policy approach on biometrics and identity management at EU level.

In 2023, together with the EU Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA) and the Member States, we launched a new version of the Schengen Information System (SIS), the most widely used and largest information sharing system for security and border management in Europe. In 2024, we will launch the Entry/Exit System (EES), an automated IT system for registering non-EU nationals travelling to EU countries for a short stay. In parallel, we continue working for the development of the European Travel Information and Authorisation System (ETIAS), which will further bolster security in the EU by identifying potential security risks among visa-free travellers before they reach EU borders. We also monitor the development and implementation of improved versions of the Visa Information System (VIS) and the Eurodac, and the interoperability of all these systems.

WE PROPOSE

Unit HOME B.3 is seeking to hire one experienced legal and policy officer to implement legislation on smart borders, one of the key priorities for enhanced security in the European Union.

S/he will draft and help negotiate new legislation. S/he will also foster, monitor and report on the implementation of the legislation and the systems by eu-LISA and Member States.

S/he will have the opportunity to participate and represent the Commission in meetings of the Council Working Party on JHA Information Exchange (IXIM), parliamentary committees, data protection bodies, Comitology Committees, eu-LISA and external stakeholders.

S/he will contribute to communication activities on EU information systems.

The post requires a few missions every year, mainly to eu-LISA's sites (Tallinn and Strasbourg).

WE LOOK FOR

The ideal candidate should have a good knowledge of the Schengen acquis and in particular integrated border management, external border management and large-scale IT systems for borders, migration and security, their interoperability and automation of border controls.

S/he should have a law background and a minimum of 2 years relevant professional experience as a legal and policy officer.

S/he should have experience in policy monitoring and in negotiating with EU Institutions and Member States authorities.



S/he should be familiar with decision-making procedures, be capable to draft and amend legal acts and to analyse data protection issues.

S/he should also have good negotiation and communication skills and be able to draft quickly and precisely in English.

S/he should be a flexible team worker.

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 HOME-B3-HR@ec.europa.eu indicating the selection reference HOME/COM/2024/467 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 French.

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. Candidates are required to undergo a security vetting that is conducted with the national administration of the Member State.

➤ **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.