**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).

**POLICY OFFICER**

**DG Justice and Consumers of the European Commission**

**Selection reference: JUST/COM/2024/809**

**Domain\*: EUROPEAN PUBLIC ADMINISTRATION**

**Where**: Unit JUST.C.1 - Rule of Law, Brussels   
**Staff category and Function Group**: Temporary agent 2b - Administrator

**Grade:** AD5/AD7

**Publication deadline**: 15.04.2024 - 12.00 noon (Brussels time)

# 

**WE ARE**

The mission of the Directorate-General for Justice and Consumers (DG JUST) is to vindicate and strengthen the rights of people living in the European Union, whether they are acting as citizens, as entrepreneurs, as consumers or as workers, wherever they are in the EU. To do this, we aim to build a European Area of Justice, and to support the development of a dynamic single market for consumers, workers, and business, contributing to growth.

The Directorate-General is structured in 5 Directorates of which Directorate C is responsible for Rule of Law, Fundamental Rights and Democracy.

# Within the Directorate C, the Rule of Law unit (unit C.1) contributes to the shaping of the EU's Rule of Law policy. The unit monitors closely the developments regarding the Rule of Law in all Member States in a dynamic and politically highly sensitive environment. The Unit deals with the new European Rule of Law Mechanism and the preparation of the annual Rule of Law Report which is at its centre. It handles Rule of Law related infringement proceedings, the procedure under Article 7 TEU, and the monitoring of justice reforms in Member States through the EU Justice Scoreboard. The Unit also coordinates the DG's contribution to the European Semester process and to the country-specific implementation of the Recovery and Resilience Plans. It is closely involved in the application of the new Regulation on a general regime of conditionality for the protection of the Union budget and promotes a rule of law culture.

**WE PROPOSE**

# Unit C.1 of DG JUST is seeking to hire a Policy Officer for its Rule of Law team who will be involved in the following tasks:

# contributing to the development of the EU's Rule of Law policy; monitoring the Rule of Law in Member States in the context of the annual Rule of Law Report,

# interacting with national authorities and stakeholders, including the judiciary and legal practitioners; preparing the Commission's position in the Council and in the European Parliament,

# contributing to the Commission’s position in rule of law related proceedings before the Court of Justice.

**WE LOOK FOR**

# We are looking for a highly motivated candidate with excellent analytical, drafting and communication skills, with a strong team spirit and a readiness to deal swiftly with complex legal issues.

# The ideal profile for the job is:

* a strong legal background with at least one year of relevant professional experience;
* a good capacity for multitasking and experience in coordinating;
* specific knowledge or practical experience in the EU's rule of law policy;
* specific knowledge or practical experience related to the justice system of at least one Member State, ideally Czechia or Slovakia.

Czech or Slovak language skills are an asset.

**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 [Florian.GEYER@ec.europa.eu](mailto:Florian.GEYER@ec.europa.eu) indicating the selection reference JUST/COM/2024/809 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 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 EU[[1]](#footnote-1)
* 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.

# 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 applicants[[2]](#footnote-2).

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 and notably German.

# *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](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01962R0031-20140501)**, 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](https://myintracomm.ec.europa.eu/staff/Documents/talent-management/staff/officials/Modification%20d%c3%a9cision%20c%282004%291313%20EN.pdf) laying down the criteria applicable to classification in step on engagement.

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](https://myintracomm.ec.europa.eu/infoadm/en/2013/Documents/ia13075_en.PDF) 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.

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| 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-01029) 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. Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal). [↑](#footnote-ref-2)