



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, backgrounds, languages and cultures make the Commission a vibrant and inclusive place to work.

WE OFFER ATTRACTIVE WORKING CONDITIONS AND MUCH MORE:

- Interesting and challenging jobs with plenty of opportunities for training and acquiring new skills and competencies throughout your whole career
- Opportunities to move between different policy areas throughout your career
- A package of flexible working conditions including the possibility of teleworking – we care about your work-life balance
- A competitive financial package, including comprehensive healthcare, accident and pension schemes
- A multilingual, multicultural workplace where personal and career development are strongly promoted
- Multilingual schools for your children

We recruit from a wide range of backgrounds and actively promote diversity and inclusion:



We do not only recruit political scientists and lawyers but are also looking for all kinds of profiles, including scientists, linguists, IT experts, data analysts and economists, as well as drivers and engineers.

We are committed to equal opportunities and to fostering a rich, diverse and inclusive working environment. We aim for our workforce to be representative of European society and strongly welcome applications from all qualified candidates. We actively seek to create a workplace where each staff member feels valued and respected, can give their best and can develop to their full potential.

To promote diversity and establish a geographically balanced pool of candidates, we strongly encourage applicants from Member States which are currently underrepresented in the European Commission workforce to apply. These Member States are currently Austria, Cyprus, the Czech Republic, Denmark, the Netherlands, Estonia, Finland, Germany, Ireland, Luxembourg, Malta, Poland, Portugal, Slovakia and Sweden¹. Recruitment will however remain strictly based on the merits of all applicants and no positions will be reserved for nationals of any specific Member State.

For more information ec.europa.eu/work-with-us

STAFF RECRUITED ON CONTRACTS

In addition to permanent officials, the European Commission offers non-permanent positions. 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](#)

¹ Please note that the list of underrepresented Member States may be subject to future amendment based on potential data changes over time.



Legal and Policy Officer

DG ENER of the European Commission

Selection reference: ENER/COM/2025/24

Domain*: Science and Research

Where: Unit ENER.D.4 - „ITER“, Luxembourg

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

Grade range: AD 5-8

Publication deadline: 29.1.2025 - 12.00 (Brussels time)

WE ARE

The Directorate-General for Energy (DG ENER) is working to accelerate Europe's just energy transition to be the first climate neutral continent by 2050 with clean, secure and affordable energy for all for a competitive Europe. We establish the European framework for an innovative, resilient and integrated energy system. We strive to remove barriers for energy transition and stimulate energy solutions to drive the shift to climate neutrality whilst promoting Europe's sustainable growth and job creation.

The transition builds on EU global leadership in green energy, and in the EU market on consumer participation and market driven investments in energy efficiency and renewable energy technologies as well as cooperation with global partners to accelerate the energy transition and Europe's energy security and resilience, reducing the fossil fuel import dependency and import bills.

Unit ENER.D.4 "ITER" is a part of the directorate D "Nuclear Energy, Safety and ITER". We are a team of highly motivated officials in the unit responsible for the fusion energy ITER project and development of fusion. The mission of Unit D.4 is to advance the development of fusion energy in the EU as a new climate-friendly, clean and safe energy source, inter alia by:

- Overseeing ITERs project management. The experimental reactor is under construction in the South of France (Cadarache) by an international consortium composed of Euratom, US, China, Japan, Russia, India, and Korea. European contributions are provided by the Joint Undertaking Fusion for Energy (F4E) in Spain (Barcelona).
- Representing Euratom in the governance of the ITER Organization and F4E.
- Negotiating, supervising and contributing to the governance of other international projects in fusion energy, such as the material testing facility DONES or collaborative projects with Japan under the Broader Approach.
- Cultivating support for the project from policymakers and other stakeholders by communicating about its progress and facilitating industry engagement.



- Monitoring developments in fusion energy research and technology progress.

While some of unit's posts are still located in Brussels and in Cadarache, France (the site of the ITER project), the unit is gradually transferring its activities to Luxembourg in order to fully integrate in the operations of directorate ENER D.

WE PROPOSE

We are proposing a motivating job as a legal - policy officer to be involved in organisational, legal and administrative matters of the Unit. In particular in the conception, negotiation and drafting of position papers, legal texts and instruments for the implementation of bilateral and multilateral collaborative activities in the framework of ITER, cooperation agreements for other fusion projects, and other joint activities that are within the responsibility of the Unit. In addition, the selected candidate would contribute to the negotiations for the association of third countries to the European activities on ITER. The person would also work on legal and policy aspects related to the supervision and governance of the F4E Joint Undertaking and contribute to prepare policy strategies regarding the development of fusion energy in general.

WE LOOK FOR

The job opportunity is for a dynamic and motivated colleague with legal background preferably specialized in large infrastructure projects or big international or scientific collaboration. Experience in the domains of public international law, Union law and in particular the Euratom Treaty would be highly appreciated. Good knowledge of the administrative rules of the Union bodies would be an advantage. A proven track record in achieving EU policy priorities in complex settings and within multilateral stakeholder interactions and international environments will be important. Excellent communication, drafting and presentation, good analytical and problem-solving skills are required.

A good knowledge of at least two EU official languages, including English, French or German, is required. The post also requires the capacity to work under pressure and the ability to work with often short deadlines.



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 Benoit.FOURESTIE@ec.europa.eu indicating the selection reference ENER/COM/2025/24 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 for 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 EU²
- 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.

² 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 priority³. If these candidates do not best fit the requirements for the position, the Commission can recruit a temporary agent.

A selection panel will choose a limited number of candidates for interview, based on the CV and application form 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. 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 **Luxembourg**.

In case the successful candidate is not an official or a competition laureate, they will be recruited as a **temporary agent under Article 2(b)/2(d) of the [Conditions of Employment of Other Servants](#), in function group AD.**

³ Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



➤ **Grade**

The recruitment grade, as well as the step in that grade, will be determined in accordance with [Commission Decision C\(2013\)9049](#) on policies for the engagement and use of temporary agents and with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

The recruitment grade will be that of similar competitions in the field that have been recently published or already planned. Otherwise, recruitment will be at the level of AD5. The Authority authorised to conclude Contracts of Employment ('ACE') may grant a grade AD6 or AD7 based on an assessment of the needs of the service, notably the nature of the profile sought, the level of responsibility to be exercised or the labour market conditions for the profile in question, and on the duration of the candidates' previous appropriate professional experience. The maximum recruitment grade is AD8, which may be granted under very exceptional circumstances.

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.