



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 positions with plenty of opportunities for training and acquiring new skills and competencies throughout your whole career
- Opportunities to try several areas of move between different policy 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.

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

in DG BUDG of the European Commission

Job title: Legal and Policy Officer

Domain: Law

Where: Unit BUDG D1 – Protection of Union's financial interests, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 09.05.2025 - 18.00 (Brussels time)

WE ARE

DG BUDG is responsible for managing the budget of the European Union and plays a central role in achieving the Commission's political priorities. As domain leader on financial management, DG BUDG has a growing strategic role at the heart of the Commission. Working in DG BUDG is not just about figures, you actually get to see the bigger picture of what is happening across the whole Commission and in key EU-wide policies and how the budget contributes to achieving the Commission's objectives. Within DG BUDG, Directorate D is composed primarily of lawyers, auditors, economists, who all play a key role in governance. Within Directorate D, Unit D1 is a team of around 20 colleagues responsible for a number of very important and highly sensitive files related to the protection of the EU budget against fraud and conflicts of interests and other rule of law deficiencies. More broadly, D1 represents DG BUDG in the Commission-wide "country teams", it operates the Early Detection and Exclusion System (EDES), and it project-manages the development of a single data-mining and risk-scoring tool to enhance control and audit functions.

DG BUDG is committed to offer equal opportunities, foster a rich, diverse and inclusive working environment.

WE PROPOSE

This is an interesting position to join Unit D1. It is a key moment to join this team, still at the early stages of its work in certain areas, with the opportunity to contribute to the work of the Unit in high-profile files on horizontal and crosscutting issues that are key for the protection of EU financial interests. Depending on your interests and background, you can help shaping the work to enforce the rule of law general conditionality regime, contributing to the assessment of the implementation phase of RRF, working on the shaping of EDES exclusion cases, and enhancing the coordination and guidance role within BUDG and vis-à-vis other relevant Commission services. We offer exciting work in a friendly and collegiate atmosphere, which will bring opportunities for the right candidate to learn and develop further in her/his career. The successful candidate will provide legal analysis and opinions, extending also to economic considerations and the wider political context, both inside and outside the DG. She/he will have the opportunity to interact and cooperate with other DGs. She/he will also liaise closely with the

coordination Units at DG level, the Assistant of the Director General, the Director and the senior



management of the DG. Given the nature of the Unit's tasks, extensive contacts with other Commission services (including OLAF, Legal Service and the key spending DGs), EU Institutions, Agencies and Bodies, as well as with officials from national administrations, will be required. Depending on seniority and background, the successful candidate may be given full responsibility for certain files (e.g. case manager enforcing the RoL conditionality regime).

We offer:

- Extensive set of tools to drive your career, including a broad learning and development offer for job specific and soft skills
- Mentoring and on-the-job coaching upon joining DG BUDG
- A friendly and collegial atmosphere where teamwork and flexibility are key to the success of our unit and DG and colleagues are highly motivated and committed

Our work is interactive and exciting, which will make for a rewarding experience for the right candidate. You will be supported by a HoU with modern management style and believes in fostering professionalism and mutual trust.

WE LOOK FOR

A highly motivated and proactive candidate, who is a team player and can demonstrate an ability and a strong interest in the Unit's mission. A good understanding/overview of legal, financial and operational issues in the Commission, in the wider political context, will be a strong asset.

The right candidate should have:

- very good communication skills, both orally and written, preferably in English (additional EU languages are an asset)
- good knowledge (or willingness to quickly acquire a good level of knowledge) of the financial rules applicable to the general budget
- Experience in issues related to the protection of the Union's financial interests (e.g. conflict of interests, antifraud, rule of law, EDES)
- a legal background (concrete experience in drafting legal documents, as well as dealings with Member States' authorities is an asset)
- very good analytical and problem-solving skills as well as an ability to translate complex ideas into clear and concise language
- a strong sense of initiative and the ability to work with little guidance
- the ability to communicate convincingly and to defend its position in meetings
- the willingness to learn and develop along with new tasks

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](#). 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. completed application form.Please send these documents by the publication deadline to BUDG-MAILBOX-D01@ec.europa.eu indicating the call for interest reference EC/2025/BUDG/488319/GFIV 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 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](#) data base.

Qualifications:

- (a) 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 EU²
- AND have a satisfactory knowledge (minimum level B2)³ 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 database⁴ candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best

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).

³ For details on language levels, please see the Common European Framework of Reference for Languages (<https://europa.eu/europass/cedefop.europa.eu/en/resources/european-language-levels-cefr>).



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.

2. 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](#), in function group FG IV**. General information on Contract Agents can be found at this link.

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](#) laying down the criteria applicable to classification in step on engagement.

The duration of the first **contract will be of 1 years**. 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](#) 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.

⁴ Therefore, candidates who did not pass already a CAST on the level Function Group [IV], should register their profile at this [address](#).



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.