



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 GREAT JOBS AND GREAT WORKING CONDITIONS:

- 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 Officer – Legislative coordinator on fisheries control

Directorate-General for Maritime Affairs and Fisheries (DG MARE) of the European Commission

Selection reference: MARE/COM/2025/543

Domain: Law

Where: Unit MARE.D4 – “Fisheries Control and Inspections”, Brussels

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

Grade range: AD5-AD8

Publication deadline: 08/05/2025 - 12.00 (Brussels time)

WE ARE

Directorate-General for Maritime Affairs and Fisheries (DG MARE) aims to develop the potential of the European maritime economy and to secure sustainable fisheries and aquaculture, a stable supply of seafood, healthy seas, and prosperous coastal communities – for today's Europeans and for future generations. This involves among other things formulating, developing and implementing the Common Fisheries Policy (CFP) - the cornerstone of our actions for a sustainable exploitation of fisheries resources; and promoting an integrated approach to all maritime policies.

DG MARE has around 380 staff, distributed over 5 Directorates and 21 Units. The wide variety of responsibilities creates an interesting and challenging working environment. Hierarchical circuits are short, and working efforts translate into tangible results with a direct impact on the ground and on stakeholders.

Unit D4 deals with the control and compliance aspects of the Common Fisheries Policy (CFP), from a policy and operational/implementation point of view. We are responsible for the control and evaluation of the application of the rules of the CFP by the Member States (MS). We are also in charge of Regulation (EC) No 2023/2842 (so-called "revised Fisheries Control Regulation"), and their implementing and delegated (https://oceans-and-fisheries.ec.europa.eu/fisheries/rules_en). Unit D4 also contributes actively to the development and the implementation of a level playing-field at international level, so that fishing rules are complied with by all international players. To do so, we

(Selection reference: MARE/COM/2025/543)



actively participate to technical fora as well as negotiations at bilateral and multi-lateral level on fisheries control and we assist other Units on fisheries control and compliance issues. Finally, the Unit ensures that the European Fisheries Control Agency (EFCA) and the Commission adopt a consistent approach towards control and inspections by coordinating all relations between DG MARE and EFCA in this area. We are a dynamic and very motivated Unit of around 26 persons, always in contact with a variety of stakeholders, EU institutions, Member States, third countries and EFCA.

WE PROPOSE

We propose a position in DG MARE Unit D4 to deal with a variety of very technical and demanding files. The work is diverse and involves in particular:

- coordinating and contributing to the drafting of the implementing and delegated Acts of the Revised Control Regulation (EU) 2023/2842
- the revision, drafting, negotiation and interpretation of legal acts on fisheries control
- coordinating and contributing to the Unit follow-up to cases of non-compliance on control issues, in particular concerning EU-Pilots and infringements
- acting as focal point on MS sanctioning systems
- providing expert input on the enforcement files of the Unit
- acting as co-desk officer for Italy and participating in verifications and audits in Member States. The work also includes substantial data analysis, drafting of audit reports, drafting of Action Plans and/or EU Pilot letters or Administrative inquiries
- representing the Commission in control expert meetings with the Member States, with stakeholders and with the European Fisheries Control Agency
- providing technical advice, mostly legal, to other country desks and to other Units on technical legal issues linked with the fisheries control policy
- substantially contributing to drafting reports, briefings and policy documents on a broad range of fisheries control and enforcement issues.

We offer a dynamic environment with a very high team spirit handling a substantial workload. This job provides a unique opportunity to work with a wide variety of Units in DG MARE, given the horizontal nature of Unit D4, and to deepen knowledge on several aspects of the CFP, beyond control issues.

WE LOOK FOR

We look for an experienced, very motivated and dynamic lawyer, with a keen sense of responsibility, excellent drafting, planning, coordination and negotiation skills, strong service orientation and the ability to take initiatives. The successful candidate should have at least 3 years of relevant professional experience, have strong analytical, judgement, communication (both written and oral) and diplomatic skills, and have an in-depth knowledge of European Law and the rules of the CFP, in particular of the EU fisheries control rules and of their implementation.



Previous experience with enforcement tools, in particular EU Pilots, infringements and Action Plans would also be an asset. In addition, previous experience in carrying out audits, verifications and/or inspections in the field of the fisheries control rules is a strong advantage. It is expected that the successful candidate will be prepared to travel on a regular basis during certain periods and that she/he will be asked to work under tight deadlines on a wide variety of files. Excellent capacity of oral and written expression in English will be essential and knowledge of other languages, in particular Italian, would be an asset.

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 MARE-D4@ec.europa.eu indicating the selection reference MARE/COM/2025/543 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.

➤ **Type of contract and working conditions**

The place of employment will be **Brussels**

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 a new published competition or already planned in the field. If there is none, recruitment will be at the level of AD5. The Authority authorised to conclude Contracts of Employment ('AACE') may grant a grade AD6 or AD7 based on an assessment of the needs of the service, including without limitation 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.