



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 AND POLICY OFFICER – CAPITAL MOVEMENTS

DG FISMA of the European Commission

Selection reference: FISMA/COM/2025/708

Domain: Law

Where: Unit E.4 – “Free movement of capital and application of EU law” – Brussels

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

Grade range: AD5-AD8

Publication deadline: 13/05/2025 - 12.00 (Brussels time)

WE ARE

The Directorate-General “Financial Stability, Financial Services and Capital Markets Union” (FISMA) is responsible for developing well-regulated, stable and globally competitive financial markets in the interest of businesses and consumers and in order to promote growth and job creation. Directorate E “Financial stability, sanctions and enforcement” contributes to maintaining an efficient, well-regulated and globally competitive financial sector as well as financial stability and market integrity. It also promotes Europe’s economic security and is the Commission’s lead service in designing, implementing and enforcing EU sanctions. The “Free movement of capital and application of EU law” unit FISMA.E.4 monitors and enforces the fundamental freedom of capital movements within the EU as well as to and from third countries. It takes action, including by launching infringement procedures; to tackle unjustified barriers to cross-border capital flows. At the same time the unit develops policy initiatives to facilitate cross-border investment. It also takes part in enlargement negotiations with candidate countries with respect to the free movement of capital and follows candidate countries progresses in the field. The unit also coordinates DG FISMA activities ensuring that EU financial services legislation is fully and correctly implemented and properly enforced at national level. Such work supports the achievement of the Commission’s policies and guarantees that EU rules work in practice to preserve financial stability, integrity and resilience of financial markets and investors’ protection. Finally, the unit coordinates foreign direct investment screening case analysis on investments in EU critical financial entities. The unit protects against the potential security risks of foreign investors aiming to acquire control or exert influence over EU entities engaged in activities critical to financial technologies, infrastructures, or sensitive information. It also monitors and assesses, in close cooperation with DG TRADE colleagues, outbound investment risks. The unit is composed of 15 staff members and is located in Brussels.

WE PROPOSE

The unit is recruiting a legal and policy officer to contribute to the development of actions seeking to uphold the fundamental freedom of capital movements, to improve the protection of investments and ensure that risks stemming from investments are addressed. The successful candidate will also provide legal expertise across a broad range of FISMA activities relating to the implementation and enforcement of financial services legislation.

(Selection reference FISMA/COM/2025/708)



The vacancy offers a position with the following responsibilities:

- assess measures taken by Member States relevant to capital flows and their impact on the single market;
- prepare enforcement actions to tackle unjustified restrictions to market freedoms and provide advice to FISMA units in cases related to cross-cutting issues in financial services.
- contribute to improving investments protection in the EU by addressing rule of law issues related to investments and removing legal effects of unlawful of intra-EU bilateral investment treaties;
- provide input on capital movements issues in negotiations with third countries (free trade agreements, investment agreements, etc).
- contribute to investment screening in financial services and FISMA input into the investment screening process;

WE LOOK FOR

We look for a motivated, creative and dynamic team player, with a high sense of responsibility, excellent analytical and critical thinking skills. A solid legal background and understanding of the internal market law, especially in the area of financial services, and investment law are essential. A professional experience in those areas would be a clear asset.

A good knowledge of the international trade rules, security issues related to investments, and the Commission enforcement policy would be a strong asset.

A proven ability to communicate efficiently with other Commission services as well as with external stakeholders, is essential.

The successful candidate should have excellent drafting and communication skills in English.

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 mailto: FISMA-E4-RECRUITMENTS@ec.europa.eu indicating the selection reference FISMA/COM/2025/708 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.