



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.



Team Leader

Technical Requirements, Conformity Assessment and Regulated Products

Directorate-General “Communications Networks, Content and Technology” (DG CNECT) of the European Commission

Selection reference: CNECT/COM/2025/908

Domain: Information Technology

Where: Unit CNECT.A.2 – “Artificial Intelligence Regulation and Compliance”, Brussels

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

Grade range: AD5-AD12

Publication deadline: 02.06.2025 – 12.00 (Brussels time)

WE ARE

In close collaboration with other Commission services, DG CNECT develops and implements policies to make Europe fit for the digital age. Through funding, legislation and policy initiatives, we help ensure European leadership and independence in critical digital technologies, including notably Artificial Intelligence.

The European AI Office is the central point of expertise on artificial intelligence (AI) in the Commission. It plays a key role in the implementation of the new EU AI Regulation (AI Act), strengthening development and use of trustworthy AI while fostering international cooperation. Unit CNECT.A.2 is one of five units within the AI Office. Its mission is to ensure a comprehensive, timely and uniform implementation of the AI Act throughout the Union.

Unit A.2 co-ordinates the preparation and adoption of implementing legislation, guidance and other horizontal non-legislative acts, sets up the necessary governance at Union level including the AI Board, the Advisory Forum and the Scientific Panel. The unit provides the Secretariat to the AI Board. It collaborates with the responsible national competent authorities in order to ensure a uniform application of the AI Act. Together with unit A.3 (“Artificial Intelligence Safety”), it ensures the implementation and enforcement of the rules on General-Purpose AI models. In this respect it facilitates the development of the code of practice for general-purpose AI models which should provide a mean to providers of General-Purpose AI models to demonstrate compliance with the AI Act. The unit manages the AI Pact and the AI Act Service Desk, which should support economic



operators to prepare for compliance with the AI Act. In addition, the unit follows closely the standardisation process on standards related to the AI Act. In close collaboration with the Director, it coordinates the administration of the human and financial resources of the AI Office and contributes to the international outreach, including the work of the OECD and the Council of Europe.

WE PROPOSE

We propose a post of Team Leader who will steer the legal and policy work as well as the strategic planning and collaboration on technical requirements, conformity assessment and AI regulated products. The role combines high-level legal expertise with managerial duties and cross-disciplinary coordination.

The Team Leader will:

- Lead and supervise a team of legal and policy officers and technical experts working on technical requirements, including the legal aspects of the related standardisation work, for high-risk AI systems and the interplay between the AI Act and product safety legislation under the AI Act.
- Ensure high-quality legal analysis and coordination of work related to technical requirements, conformity assessment, in particular, in relation to Annex I of the AI Act, including horizontal and sectoral legislation.
- Supervise the drafting of legislative proposals, implementing and delegated acts and legal guidance.
- Liaise with other Commission services, EU institutions, Member States, standardisation organisations (e.g. CEN, CENELEC, ISO) and international partners.
- Lead AI Board sub-groups, including the sub-groups on the interplay between the AI Act and sectoral legislation; interplay between AI Act and MDR/IVDR; standards; notifying authorities and market surveillance authorities and supervise the work of legal and policy officers working on deliverables of those sub-groups.
- Contribute to the international work of the AI Office.
- Represent the AI Office in high-level events and expert groups, inside the Commission, in other EU institutions and agencies as well as on international level, in particular in relation to technical requirements related to high-risk AI systems, cybersecurity and sectors covered in Annex I of the AI Act.
- Monitor policy developments and contribute to the strategic direction of legal and regulatory work on AI, in particular in sectors covered in Annex I of the AI Act as well as standardisation work.

WE LOOK FOR

We are looking for a dynamic and responsible person with strong motivation and interest in developing and promoting the implementation of EU legislation in an area which is a political priority of the Commission. The successful candidate should have very good interpersonal skills. We are looking for a team player with a pro-active hands on approach who leads and supervises a team of legal and policy officers and technical experts, developing convincing solutions in little time even under pressure.



The successful candidate must demonstrate a strong focus on Artificial Intelligence or related digital technologies and possess:

- A minimum of 5 years of proven legal expertise in EU legislative and policy frameworks including substantial experience in drafting legislative proposals or implementing legislation with preference on AI related policy.
- A minimum of 5 years proven track record in drafting legal or policy analyses on complex technical issues, supported by relevant publications and institutional deliverables.
- A minimum of 5 years of experience in representing organisations at high-level events and engaging with senior stakeholders.
- Demonstrated experience (minimum 5 years) in interpreting, drafting, or applying product safety legislation listed in Annex I of the AI Act. Experience across at least three sectors of Annex I, including one from Section A and one from Section B, is highly desirable.
- Experience on advising or contributing to conformity assessment process, EU compliance procedures, or standardisation processes at European and international levels related to European product safety legislation.
- Experience in negotiations in international organizations specifically on AI related policy would be desirable.
- Demonstrated involvement in European standardisation processes, including collaboration with CEN/CENELEC would be desirable.
- Experience in leading legal teams or coordinating multi-stakeholder projects in an EU institutional, regulatory, or international environment is considered a strong asset.

The candidate should have:

- A deep understanding of the legal and regulatory aspects of high-risk AI systems.
- Strong strategic planning and team management skills.
- Strong stakeholder engagement skills, including coordination across legal, policy, and technical domains.
- Excellent legal reasoning, analytical and drafting abilities.
- Strong communication and negotiation skills, including experience representing institutions in high-level forums.
- The ability to work collaboratively in a multicultural and multidisciplinary environment under time pressure.
- The candidate should have a very good knowledge of English. A good knowledge of other EU languages would be advantageous.
- Previous experience in or with EU institutions is an advantage.

Minimum Qualifications

- Master's degree in Law (LL.M. or equivalent). A PhD in EU Law, Technology Law, or Regulatory Affairs is highly desirable.
- A minimum of 5 years of post-qualification legal experience, including at least 4 years in a leadership or team coordination role.
- Proven experience in managing staff or complex legal projects within an EU institution, regulatory body, or international organisation is highly desirable.



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 cnect-a2@ec.europa.eu indicating the selection reference CNECT/COM/2025/908 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.