



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 Assistant

Directorate-General for Internal Market, Industry, Entrepreneurship and SMEs (DG GROW) of the European Commission

Selection reference: GROW COM/2025/2502

Domain: European Policy

Where: GROW.E.1 - „Enforcement I” Brussels

Staff category and Function Group: Temporary agent 2b – Assistant

Grade range: AST1-3

Publication deadline: 10.12.2025 - 12.00 (Brussels time)

WE ARE

The Directorate-General for Internal Market, Industry, Entrepreneurship and SMEs (DG GROW) works to make the Single Market a reality, helping our businesses and citizens to take full advantage of a huge market of more than 400 million people.

Unit E.1 is one of two compliance units in DG GROW. We contribute to making sure that the single market works for businesses and professionals and supports competitiveness. Robust enforcement of single market rules is a priority for Member States and the Commission and a constant demand by stakeholders. We take particular care of the fundamental freedoms of establishment and provision of services and relevant single market legislation. This includes important pieces of legislation such as the services directive and the fairly recent proportionality test directive.

In line with the overall policy objectives of DG GROW and contributing to the Single Market Strategy, we design enforcement strategy, including novel and innovative approaches to enforcement with emphasis on prevention and collaboration with Member States. We manage a significant and intellectually challenging portfolio of complaints and infringement procedures relating to these directives as well as to the corresponding fundamental freedoms in primary EU law. We contribute to shaping interpretation and application of Union law via preliminary rulings and responding to questions of compliance in various contexts. We are a dynamic and motivated team of lawyers and administrative support colleagues. We work in a friendly and collaborative atmosphere with team spirit, service culture, and open exchanges. We are at the forefront in the Commission of developing and using AI to support us in our work.



WE PROPOSE

We offer an interesting and dynamic job for a legal and policy assistant related to enforcement of the freedom of establishment and freedom to provide services, guaranteed under Articles 49 & 56 TFEU.

Our policies influence significant sectors of the economy and have a direct impact on citizens and the exercise of their basic economic rights. The legal and policy work would include the following tasks:

Analysis of legal issues concerning freedom of establishment and to provide services (Articles 49 and 56 of the TFEU) and relevant secondary Union law (Services Directive, proportionality test directive)

Contribute to delivery on enforcement priorities in these areas

Contribute to improving preventative enforcement tools/services

Contribute to handling complaints, EU-Dialogues infringement proceedings

Contribute to drafting replies to oral or written questions or petitions from MEPs or European Ombudsman.

WE LOOK FOR

A colleague who can work in a rigorous and structured manner. They should have a keen interest in application of European law and an eye for accuracy and details. The candidate must have:

A degree in law and an interest in economic aspects

A solid knowledge of Commission working procedures

Ideally some experience of enforcement of single market rules

Understanding of the EU single market, its legal framework and related economic aspects

Experience with AI tools in the in handling of complaints

A responsible colleague who can work both independently and as a part of a team.

Excellent drafting skills in English, and very good command of French

**Key Qualities:**

Comfortable working with colleagues from various units, DGs, and Member State authorities.

Takes initiative, delivers results, and not afraid to take ownership of their tasks.

Able to manage tasks efficiently and focus on tangible results.

Skills & Experience:

Knowledge of and experience with application of the Services Directive and Internal Market legislation

Familiarity with EC tools such as Teams, Webex, DECIDE, WIKI and Confluence is an advantage.



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 GROW-E1@ec.europa.eu indicating the selection reference GROW/COM/2025/2502 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:

FOR AST jobs: In order to be recruited for this position, you must have at least

- a level of post-secondary education attested by a diploma, or
- a level of secondary education attested by a diploma giving access to post-secondary education, and appropriate professional experience of at least three years.

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/French and possibly in another 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) of the [Conditions of Employment of Other Servants](#), in function groups AD, AST or AST/SC.**

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\(2025\)4716](#) 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 calculated based on the qualifications and the number of years of professional experience, according to Art. 13 of the Commission Decision C(2025)4716. Higher grades may be granted exceptionally.

The duration of the **1st contract will be of 1 to 4 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service, in accordance with [Commission Decision C\(2025\)4716](#) 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.