



## **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 Sweden<sup>1</sup>. 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](https://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](#)

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<sup>1</sup> 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 – REGULATORY MATTERS

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

**Selection reference:** CNECT/COM/2025/2795

**Domain\*:** Digital Decade and Connectivity

**Where:** Unit CNECT.B.4 – “Radio Spectrum Policy Unit”, Brussels

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

**Grade range:** AD5-7

**Publication deadline:** 23/12/2025 - 12.00 (Brussels time)

### WE ARE

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We are a dynamic and motivated multi-disciplinary team of about 12 colleagues, working in a distinct collegial atmosphere, shaping European Radio Spectrum Policy. We promote the internal market by ensuring harmonized spectrum resources for Europe's telecom and satellite industry and other critical sectors, supporting their digitalization and competitiveness. We develop and implement initiatives and measures at EU level to ensure the availability and efficient use of radio spectrum, as well as its effective management, in priority Union policy areas, such as electronic communications, including broadband internet access, intelligent transport systems, the Internet of Things, and satellite communications, including earth monitoring. We are responsible for the implementation of the Mobile Satellite Services (MSS) Decision, including the preparation of any selection procedure.

We develop EU-level spectrum policy in collaboration with the Radio Spectrum Policy Group (a high-level advisory group consisting of national government experts), lead the technical and regulatory process for providing EU-harmonised spectrum under the Radio Spectrum Decision, and monitor the availability and efficient use of radio spectrum in the internal market. We accompany Member States in the implementation of EU law on spectrum, for instance in the context of selection procedures for the assignment of spectrum. We coordinate relations with the International Telecommunications Union (ITU) and the European Conference of Postal and Telecommunication Administrations (CEPT) and we are involved across DG CNECT and the Commission in framing other aspects of EC policy, research and regulation, such as with DG DEFIS on satellites and space policy.

Radio spectrum management has been identified in the Commission White Paper on ‘How to master Europe’s digital infrastructure needs’, the Letta Report ‘Much more than a market’ and the Draghi Report on ‘The future of European competitiveness’ as a key area of intervention. We are



currently working to define new policy in the framework of the Digital Networks Act (DNA) included in the Commission Work Programme 2025. The DNA is part of the EU Compass to regain competitiveness and secure sustainable prosperity.

## **WE PROPOSE**

CNECT.B.4 is looking for a policy officer to lead on key policy making at EU and international level. We offer a chance to contribute to the harmonisation of EU spectrum policies, to the update of spectrum regulation in the context of the upcoming Digital Networks Act (DNA), the preparation of the Union position at the next World Radiocommunication Conference 2027 (WRC-27).

More specifically, the successful candidate will develop spectrum policy, inter alia in the area of Wireless Broadband. This entails preparing meetings of the Radio Spectrum Committee and of the Communications Committee, monitoring and analysing national spectrum award procedures, and working on wireless broadband coverage and take-up measurement methods.

S/he will also contribute to policy development, through the drafting of legal texts, negotiating with the co-legislators, impact assessing Commission and co-legislator's proposals, as well as through the collection of socio-economic data related to mobile, satellite and other types of wireless communications.

S/he will coordinate the preparation of high-level Radio Spectrum Policy Group (RSPG) meetings. This includes the establishment and coordination of the RSPG work programme, preparation of meeting agenda, coordinating preparation of documents and reporting. S/he will oversee the progress of policy initiatives in the context of the RSPG Work Programme: giving direction and coordinating the work of administrators following specific work items.

S/he will represent the Commission in coordination with the international unit (O1), in ITU conferences and their preparatory processes and will be the main Directorate B contact with ITU. S/he will lead in CEPT and ITU fora the DG's effort to integrate our technical, regulatory and representational roles, prepare position papers and actively participate in international fora. S/he will in particular lead the work on the preparation of the next WRC-27.

## **WE LOOK FOR**

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We are looking for a candidate with a technical/engineering and regulatory/policy/legal background.

The ideal candidate for the job has at least:

- Excellent knowledge of radio spectrum and electronic communications policy, including of the satellite and of the broadcasting markets, including solid knowledge of the technical aspects of mobile networking technologies, demonstrated by at least 10-year experience directly in the field of radio spectrum, electronic communications and satellite.
- Solid experience with EU policy and law making, demonstrated by proven participation in drafting impact assessments of Commission legislative initiatives, and drafting proposals for legislation under the co-legislation or other procedures.



- Proven expertise and experience in interinstitutional negotiations in the field of spectrum or electronic communications.
- Experience with participating and taking part in international negotiations, demonstrated by participation in international conferences.
- Experience with setting up or managing Commission Expert Groups.
- Proven experience with communication and organisation of meetings and external events (e.g. workshops), bringing together (international) stakeholders.
- Experience with project management for different studies in the field, including drafting of technical specifications, evaluating tenders and monitoring the different stages of the project.
- Ability to understand, monitor and analyse regulatory developments and to grasp the essentials of technical innovation
- Good analytical and drafting skills, including briefings for the political hierarchy.
- Ability to maintain good relations with stakeholders at all levels, inside and outside of the Commission, and in particular with national administrations.
- Excellent organisational and communication skills.
- Ability to work autonomously, but with a strong sense of team spirit.
- A very good command of English (oral and written).
- Excellent knowledge of standard office applications and communication tools.

## **HOW TO EXPRESS YOUR INTEREST?**

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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 [stephanie.dieudonne@ec.europa.eu](mailto:stephanie.dieudonne@ec.europa.eu) indicating the selection reference CNECT/COM/2025/2795 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

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 EU<sup>2</sup>
- 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.

#### ➤ What about the selection steps?

The post was published internally within the Commission, inter-institutionally, and brought to the attention of competition laureates.

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<sup>2</sup> 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).



In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority<sup>3</sup>. If these candidates do not best fit the requirements for the position, the Commission can recruit a temporary agent.

For temporary agents under Article 2(a) of the [Conditions of Employment of Other Servants](#), the post is published directly on the EPSO website, without mandatory prior internal publication.

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 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(d) of the [Conditions of Employment of Other Servants](#), in function group AD.**

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<sup>3</sup> 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 **1<sup>st</sup> contract will be up 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.