



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.



Directorate-General Taxation and Customs Union (DG TAXUD) of the European Commission

Selection reference: TAXUD/COM/2025/2487

Domain*: LAW

Where: TAXUD.D.3, Legal affairs - direct taxation, Brussels

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

Grade range: AD5-7

Publication deadline: 15.12.2025 - 12.00 (Brussels time)

WE ARE

The mission of the Directorate General for Taxation and Customs Union (DG TAXUD) is to promote fair and sustainable policies that generate revenue for the EU and its Member States and ensure that EU citizens and businesses benefit from global trade and a safe and secure Single Market protected at its borders.

The Directorate for “Direct Taxation, Tax Coordination, Economic Analysis and Evaluation” (TAXUD.D) provides policy, legal and economic analysis of tax policies and practices pursued by the Member States in the area of direct taxation, enacts enforcement of EU direct tax law, and identifies coherent strategies at a community level.

Within Directorate D, Unit D.3 “Legal Affairs - Direct Taxation” is a team of 15 dynamic and motivated colleagues, often reinforced on a temporary basis by (tax) trainees. The unit oversees legal analysis, EU law enforcement (complaints, EU Pilot Dialogues and infringements), contributes to litigation and cases in front of the European Courts, and provides legal advice in support of policy development in the field of direct taxation. In this capacity, it contributes to the proper functioning of the Internal Market in a field that is both technically and politically relevant and has an important bearing on the activities of all businesses and citizens that operate across the EU. The unit also acts as infringement coordinator for DG TAXUD and is the contact point internally as well as for other DGs (COMP, GROW, FISMA, SG, SJ) on any legal matter in the direct tax field and broader horizontal issues of a legal nature (i.e., institutional law questions).

The unit applies a flexible approach with respect to work organisation, within the normal constraints of the work. The unit ensures integration of newcomers through mentoring and teamwork

WE PROPOSE

TAXUD.D.3. is seeking to hire one Legal Officer.

The position will consist of contributing to the legal assessment of Member States' compliance with the EU Treaties and secondary legislation in the area of direct taxation, and for contributing to the



design and legal soundness of legislative projects carried out by the Directorate and the DG more broadly in the same field.

It concerns a stimulating and challenging position within a highly motivated and mutually supportive team. The team is inside a Directorate and DG where work is readily conducted cross-unit, on a project-driven basis, bringing together legal, analytical capacity and expertise, with policy development and coordination. The successful candidate will be expected to develop and maintain a network of working contacts with all relevant DGs, the Legal Service and institutions, as well as with Member States and many other external stakeholders. The successful candidate will also be called to contribute to the activity of other sectors in the Unit and the Directorate as well as horizontal project teams. DG TAXUD and the Directorate responsible for direct taxation offer a collaborative work environment that promotes a flexible and cooperative approach in terms of work organisation.

The DG currently offers hybrid working possibilities, combining teleworking, and work in the office in line with the Commission's policy currently in application. Regular meetings and frequent interactions with team members both in person and online will ensure integration into the unit.

WE LOOK FOR

We are looking for a dynamic professional with a firm background in European law, particularly the fundamental freedoms, as well as excellent legal, analytical and communication/ drafting skills. Experience in and knowledge of European and international tax law is a strong asset. The successful candidate should have a keen interest in and eye for interaction between policy development and law enforcement.

The ideal candidate should combine team spirit with a good sense of initiative to work independently, sometimes under tight deadlines. He/she should possess a profound attention to detail, but also be interested in developing skills to put detail into a broader policy perspective. Fluency in English and/ or French is required. Good working knowledge of further Community languages would be 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 TAXUD-UNIT-D3@ec.europa.eu indicating the selection reference **TAXUD/COM/2025/2487** 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.

➤ What about the selection steps?

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

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).



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.

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(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 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.