



## **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 assistant

## Directorate-General Climate action (DG CLIMA) of the European Commission

**Selection reference: CLIMA/COM/2026/338**

**Domain:** Climate action

**Where:** Unit CLIMAE1 - „Preparedness and Adaptation“, Brussels

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

**Grade range:** AST1-3

**Publication deadline:** 27.3.2026 - 12.00 (Brussels time)

### WE ARE

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The Directorate-General for Climate Action (DG CLIMA) leads the European Commission's efforts to fight climate change, the defining challenge of our times. Our mission, based on the European Climate Law, is to formulate and implement policies and strategies that will enable the EU to meet its climate targets and achieve its planned transition to a climate neutral and climate resilient society and economy. These ambitious policies, in turn enable the EU to lead the global effort to combat the climate crisis, and to prepare for those impacts that are already baked in. Our domestic and international efforts are consistently in the political spotlight within the Commission, Europe and internationally, and remain at the core of European policy.

The Resilience and Adaptation unit of DG CLIMA is a committed and motivated team. The unit's primary mission is to ensure an effective climate risk management approach (Communication on managing climate risk adopted in March 2024) and the effective implementation of the 2021 EU Strategy on adaptation and resilience to climate change impacts. The adaptation strategy provides the 2050 vision for a climate resilient Europe by making adaptation action faster, smarter and more systemic.

The unit promotes a proper mainstreaming of preparedness, resilience and adaptation to climate change into the different EU policy areas to ensure the competitiveness of all key sectors and the European economy at large, as well as societal resilience. It also supports Member States, regions and cities in these efforts. The unit hosts the Secretariat for the Horizon Europe Mission on Adaptation to climate change. We work in close collaboration with other Commission services, the European Environment Agency, Member States, the Council and Parliament, scientific experts and other stakeholders including the private sector.

The unit is now focusing on developing a new European Integrated Framework for Climate Resilience to support Member States notably on preparedness and planning and ensure regular science-based risk assessment. It is scheduled for adoption in Q4 2026.



## **WE PROPOSE**

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The colleague will actively contribute to the development of the European Integrated Framework for Climate Resilience package, in collaboration with the entire team.

The colleague's duties may include:

- drafting new or amended policy documents, analysis and annual reports, and / or briefings
- drafting or contributing to drafting a legislative proposal
- analysing and / or assessing relevant data and information to develop, support, implement and / or monitor policymaking, European strategies, and / or management and planning decisions in the area of adaptation to climate change
- following up policy proposals through the inter-institutional decision-making process, including adoption by the Commission, European Parliament and / or Council of the European Union
- establishing and maintaining regular contacts and exchanges with stakeholders
- coordinating with associated services to guarantee that the position of all interested parties is transmitted to the Commission before a decision is taken
- promoting EU action to address climate change, by developing and monitoring EU initiatives and policies, as well as monitoring developments in Member States.

## **WE LOOK FOR**

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The ideal candidate should have:

-a university degree in law, with demonstrable working experience in climate resilience and regulatory matters in the area of sustainability and climate policies

-3 years of working experience, strong commitment for working in the area of climate change and competence in the EU regulatory framework for climate and sustainability policy.

The successful candidate should be able to combine good judgment with strong analytical and organisational skills and demonstrate a high degree of proactivity, risk and opportunity awareness and enthusiasm.

Good inter-personal and networking skills, proven negotiation skills internally and externally as well as excellent drafting and communication skills in English are essential.



## **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 [CLIMA-E01-ARES@ec.europa.eu](mailto:CLIMA-E01-ARES@ec.europa.eu) indicating the selection reference CLIMA/COM/2026/338 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 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 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?

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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).



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 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(b) of the [Conditions of Employment of Other Servants](#), in function groups AST.**

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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.