



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 Officer

Directorate-General for Enlargement and Eastern Neighbourhood (DG ENEST) of the European Commission

Selection reference: ENEST/COM/2026/344

Domain: EU Neighbourhood

Where: Unit ENEST D2 – Economic and Sectoral Policies, Brussels

Grade range: AD5 – AD7

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

Publication deadline: 15.03.2026 - 12.00 (Brussels time)

WE ARE

The Directorate-General for Enlargement and Eastern Neighbourhood (DG ENEST) is responsible for the EU's neighbourhood and enlargement policies and works closely with the EEAS, line DGs and International Financial Institutions to support accession countries in their path to EU membership. DG ENEST supports reforms and the consolidation of democratic institutions, and strengthens the prosperity, stability and security around Europe. In the enlargement area, DG ENEST assists those countries with a perspective to join the EU in meeting the criteria defined by the Treaty of European Union and the European Council. DG ENEST coordinates the bilateral relations between the Union and candidate and potential candidate countries on their path to the EU, frontloading reforms on rule of law, economic governance and public administration. Efforts feature at the core of the new Commission's political priorities due to the current evolving geopolitical context.

Directorate D - Ukraine Service supports the reforms and investments in Ukraine through the implementation of the Ukraine Facility.

ENEST.D.2 - Economic and Sectoral Policies is the unit responsible for the implementation of the Ukraine Plan (through support from Pillar I of the Ukraine Facility) and for monitoring Ukraine's accession negotiations in sectors related to all economic and social policies. The unit provides economic analysis and expertise on economic, social and sectoral policies in Ukraine and coordinates the assessment of Ukraine's convergence with the EU *acquis* in those areas. Unit D2 monitors the compliance by Ukraine with the policy conditions enshrined in the Ukraine Plan and coordinates the Commission's disbursement of the financial support (loan and grants) under Pillar I of the Ukraine Facility. The work of the unit also supports the reconstruction process and hosts chapter desks on transport and agriculture.

The unit counts +/- 35 colleagues with three dedicated teams:

- Social and Economic Policies Team;
- Green Deal and Sectoral Policies Team;
- Economic Analysis and Ukraine Plan Team.

The unit works closely with the EU Delegation in Ukraine and other units in DG ENEST to roll out capacity building and technical assistance projects to support Ukraine.



The unit is a key counterpart for the Ukrainian authorities and interacts with a wide range of counterparts both within the Commission, in Ukraine and with international partners.

The Ukraine Plan and Economic Analysis Team is responsible for the implementation of Pillar I of the Ukraine Facility, the central instrument for providing macro-financial support to Ukraine. The team is responsible for monitoring and assessing the implementation of reforms and investments under the Ukraine Plan, managing the disbursements of fiscal support, as well as providing in-depth economic and fiscal analysis of the latest developments in Ukraine. Looking forward, the team will be responsible for designing future support instrument(s) under the next MFF.

WE PROPOSE

We offer a challenging position working in a fast-paced and dynamic environment. The selected candidate will support meeting the DG's objectives in full alignment with the political priorities of the Commission in a changing context. S/he will be expected to cooperate with the Team Leader, the Head of Unit, the management team of the Directorate and colleagues across DG ENEST and the Commission and to communicate with the hierarchy and all relevant stakeholders.

The successful candidate will be required to perform the following tasks legal, budgetary and operations-related tasks in a challenging and fast-paced environment:

- providing legal, operational and policy advice on the implementation of the Ukraine Plan
- overseeing the processing of payment requests under the Ukraine Plan, including managing interservice coordination and consultation and the process of scrutiny by the Council
- drafting legal and financial acts related to disbursements under the Ukraine Plan (loan agreement(s), proposals for Council Implementing Decisions, etc)
- coordinating with other relevant Commission services, in particular with DG BUDG and the Legal Service regarding budgetary and legal matters related to the Ukraine Plan
- facilitating the coordination of work across the unit, Directorate and the Commission, particularly with regard to operational, legal and financial/budgetary matters

The DG values and promotes cross-sectoral work. The jobholder may therefore be called to contribute to various tasks and projects in line with the needs of the unit, the directorate or the DG, as guided by the DG's political priorities.

WE LOOK FOR

The successful candidate should have a strong legal background with advanced legal studies and a good understanding of the technicalities of the EU budgetary framework and experience working on instruments providing budget assistance to Member States or third countries. A strong understanding of the EU accession process is a must.

A good understanding of Commission and Council decision-making processes and familiarity with interinstitutional legal matters, and experience engaging with audit and control bodies in the implementation of EU funds, are also important for the position.



The candidate should also have a familiarity with Commission decision-making and operational tools.

The DG values and promotes cross-sectoral work. The jobholder may therefore be called to contribute to various tasks and projects in line with the needs of the unit, the directorate or the DG, as guided by the DG's political priorities.

The successful candidate should have a high level of initiative, strong problem-solving ability, clear sense of priorities, discipline, a results-oriented mind-set and an inclusive working style.

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 ENEST-D2-RECRUITMENT-EXTERNAL-STAFF@ec.europa.eu indicating the selection reference [ENEST/COM/2026/344](#) 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.