

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

¹ Please note that the list of underrepresented Member States may be subject to future amendment based on potential data changes over time.

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](#)

Legal Officer

Directorate-General for Budget (DG BUDG) of the European Commission

Selection reference: BUDG/COM/2026/415

Domain: BUDGET and FINANCE – LAW – LEGAL ANALYSIS, ADVICE and ASSISTANCE

Where: Unit BUDG.E.2 – „Financial Rules: Direct Management, CFS Helpdesk, Training and RUF“, Brussels

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

Grade range: AD5-7

Publication deadline: 30/03/2026 – 12.00 (Brussels time)

WE ARE

DG BUDG is responsible for managing the budget of the European Union and plays a central role in achieving the Commission's political priorities. As domain leader on financial management, DG BUDG has a growing strategic role at the heart of the Commission. Working in DG BUDG is not just about figures, you actually get to see the bigger picture of what is happening across the whole Commission and how the budget contributes to achieving the EU objectives.

Directorate BUDG.E – the Commission's Central Financial Service – is the lead service for legal matters on the EU budget and its implementation, particularly the Financial Regulation, its application and interpretation. It also promotes the active sharing of knowledge on financial, operational and budgetary matters within DG BUDG and the Commission, as well as with EU institutions, bodies and agencies.

Unit BUDG.E2 “Financial Rules: Direct Management, CFS Helpdesk, Training and RUF” has a team of around 30 colleagues. We are responsible for several politically important and sensitive files. We develop and advise on the financial rules for implementing the EU budget, in particular with respect to directly managed EU programmes (research, defence, space, transport, health, etc.), EU public procurement, grants, prizes, association agreements with third countries, e-Governance (corporate digitalised contracts and procedures), Brexit legal matters, and related budgetary issues. The Unit participates in the drafting, negotiation and interpretation of the EU Financial Regulation and of other financial rules that apply across sectors and institutions, in particular the sectoral programme regulations under the Multiannual Financial Frameworks (MFF). In addition, the Unit hosts the Central Financial Service Helpdesk, training activities and the Finance Community Network (RUF). The Unit is intensively involved in the preparation of the post-2027 MFF.

WE PROPOSE

An exciting and diverse position as a legal officer in the area of EU budget implementation, one of the Commission's core responsibilities. You will join a great team of highly motivated and friendly colleagues, and you will be part of the Internal Policies sector.

Work will consist of providing legal advice and guidance to the entire EU finance community (Commission and other EU institutions and bodies), in particular but not limited to EU internal policies implemented in direct management, including

defence and the Ukraine support loan. You will draft legal documents such as legislative proposals, contractual templates and guidance notes. You will deliver training and promote knowledge sharing. You will work in close contact with the other lawyers of the unit and directorate, the hierarchy, other BUDG units as well as with other services, including the Legal Service.

We offer:

- An extensive set of tools to drive your career, including a broad learning and development offer for job specific and soft skills
- Mentoring and on-the-job coaching upon joining DG BUDG
- A friendly and collegial atmosphere where teamwork and flexibility are key to the success of DG



WE LOOK FOR

A highly motivated and proactive colleague, who is a team player and can demonstrate a strong interest in and ability to contribute to the Unit's mission. The ideal candidate would have: - A good understanding of the legal, financial and operational issues related to the implementation of the EU budget.

- Knowledge of and/or experience with the management of rules and procedures for implementing the EU budget, in particular directly managed programmes using eGrants
- Knowledge of the Financial Regulation applicable to the EU budget - The ability to translate complex ideas into clear and concise language
- Very good communication skills in English, both orally and in writing



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 BUDG-MAILBOX-E02@ec.europa.eu indicating the selection reference BUDG/COM/2026/415 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.

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.

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.**

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.