



## **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 positions 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.

## 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

## in the Directorate-General for Communications Networks, Content and Technology (DG CONNECT)

**Job title:** Legal and Policy Officer

**Domain:** European Policy

**Where:** Unit CNECT.I.4 - (Media Convergence and Social Media), Brussels

**Function Group:** FG IV

**Contract Type:** 3b

**Express your interest until:** 29.04.2026 - 12.00 (noon, Brussels time)

### WE ARE

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DG CONNECT supports the digital transformation of our economy and society and conceives and implements the policies required to foster the internal market, to make Europe fit for the Digital age and to gain technological autonomy.

Unit I.4. is responsible for contributing to the Commission's policy on information integrity in line with the European Democracy Shield. This work entails close collaboration with Member States, online platforms, other media providers, fact-checkers and researchers.

The Unit is monitoring the implementation of the Code of Conduct on Disinformation and its impact as a relevant benchmark for determining DSA compliance regarding disinformation risks.

The Unit is also responsible for media literacy, situational awareness on information integrity as well as research and innovation funding relevant to tackle online disinformation. Furthermore, it supports the work of the European Digital Media Observatory (EDMO), an EU-wide network of more than 100 European fact-checkers, academics, and media practitioners from all Member States and EU neighbouring countries.

### WE PROPOSE

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We are looking for a Legal and/or Policy Officer to join our multidisciplinary team, focused on the development and delivery of EU policies in the field of social media and information integrity.

Close collaboration in the Media Directorate of DG CONNECT and with other services, also in the context of the newly established European Centre for Democratic Resilience, will be part of the job, which also includes regular contacts with key stakeholders from the industry and civil society.



The selected candidate will contribute to promoting an effective implementation of the Code of Conduct on Disinformation, bolstering its monitoring, and maximizing the potential of the co-regulatory framework created by the DSA and the Code.

The position will consist of:

- Analysing the various aspects of information integrity in the online environment and formulate relevant policy responses;
- Participating in the work and functioning of the Code of Conduct's Task-force;
- Contributing to the monitoring of the level of implementation of the Code by its signatories, in particular Very Large Online Platforms and Search Engines (VLOPSEs) to ensure coherence with the supervision and enforcement of the Digital Services Act;
- Drafting legal texts and contributions to policy documents, analysis reports and / or briefings;
- Co-ordinating activities of the unit with other units within the DG as regards media policy, legislative and economic aspects;
- Contributing to shaping and implementing actions to foster media literacy;
- Organising and maintaining relations and contacts on issues related to social media policy with other Commission services and EU institutions.

## **WE LOOK FOR**

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The ideal profile for the job should meet the following criteria:

### A. Required

- Excellent communication, drafting and presentation skills.
- Ability to conceptualise problems, identify and implement solutions.
- Capacity to analyse and structure information.
- Proven organisational skills and ability to work under pressure and with short deadlines

### B. Desired

- Specific knowledge or experience of the online platform / social media sector is essential, in particular linked to information integrity.
- Proven track record in achieving EU policy priorities in complex settings and within multilateral stakeholder interactions and international environments
- Good knowledge of the administrative rules of the Union bodies

### C. Personal qualities

- Open-minded, enthusiastic, and highly motivated
- At ease with working autonomously and as part of a team.
- Actively contributing to a pleasant working environment.
- Prepared to develop own initiatives.
- High sense of responsibility



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

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With a view to guaranteeing equal access to all, the Commission recruits from an open database of spontaneous applications. The present call for interests aims at helping the recruiters to identify potentially interested candidates within this database.

In practice, to express your interest, please follow the subsequent two steps:

1. If you are not registered yet in the open EPSO database, please do so at the following address: [CAST Permanent](#). Please select under selection procedures for contract agent the CAST permanent profile that best suits your education and experience.
2. 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 [CNECT-I4@ec.europa.eu](mailto:CNECT-I4@ec.europa.eu) (for the attention of Krisztina Stump, Head of Unit I.4.) indicating the call for interest reference E/2026/CNECT/513911 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 contract 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 position;
- Produce the appropriate character references as to suitability for the performance of the duties.
- Have passed an EPSO CAST in the relevant Function Group for this position. At the stage of the application, it is sufficient to be registered in the [EPSO CAST](#) data base.

##### Qualifications:

- (a) Have a level of education which corresponds to completed university studies of at least three 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.

##### Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU<sup>2</sup>
- AND have a satisfactory knowledge (minimum level B2)<sup>3</sup> of a second official language of the EU, to the extent necessary for the performance of the duties.

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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).

<sup>3</sup> For details on language levels, please see the Common European Framework of Reference for Languages (<https://europa.eu/europass/cedefop.europa.eu/en/resources/european-language-levels-cefr>).



### ➤ **What about the selection steps?**

The selecting unit chooses from [the EPSO database](#)<sup>4</sup> candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best candidates. Due to the large volume of applications that we may receive only candidates selected for the interview 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 a second official language.

## **2. Recruitment**

The candidate selected for recruitment will be requested to provide documentary evidence in support of the statements made in the database and, where relevant, the call for interest.

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 in **Brussels**.

The successful candidate will be engaged as a **contract agent under Article 3(b) of the [Conditions of Employment of Other Servants](#), in function group FG IV**. General information on Contract Agents can be found at this link.

The grade or proposed grade range, as well as the step in that grade, will be defined on the basis of the candidates' previous professional experience, in accordance with [Commission Decision C\(2017\)6760](#) laying down the criteria applicable to classification in step on engagement.

The duration of the **first contract will be 1 year**. Subject to the interest of the service, the contract may be renewed one or more times up to a maximum duration of 6 years.

The duration of the renewal(s) will be defined according to the General Implementing Rules in force at that moment (currently, [Commission Decision C\(2017\)6760](#) on policies for the engagement and use of contract agents).

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<sup>4</sup> Therefore, candidates who did not pass already a CAST on the level Function Group [IV], should register their profile at this address: <https://eu-careers.europa.eu/en/Cast-Permanent>



Contract agents recruited in Function Group IV 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.