



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, the Czech Republic, Denmark, the Netherlands, Estonia, Finland, Germany, Ireland, Latvia, Luxembourg, Malta, Poland, 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 the Eastern Neighbourhood (DG ENEST) of the European Commission

Selection reference: ENEST/COM/2026/1021

Domain: LAW

Where: Unit ENEST.R.2 - „(Legal, Transparency, Security)“, Brussels

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

Grade range: AD5-AD7

Publication deadline: 12.06.2026 - 12.00 (Brussels time)

WE ARE

The mission of the Directorate General for Enlargement and Eastern Neighbourhood (DG ENEST) is to take forward the EU's neighbourhood and enlargement policies and plays a key coordination role as the external face of EU policies in these partner countries. DG ENEST works closely with the European External Action Service and the line DGs in charge of thematic priorities.

As foreseen in the Political Guidelines 2024 – 2029 and as indicated in the President's mission letter for the Commissioner for Enlargement and Eastern Neighbourhood, further completing our Union is a geostrategic, economic and moral imperative. DG ENEST works closely with candidate and potential candidate countries on their merits-based path to join the EU, by supporting the required structural reforms, their respect for the rule of law and fundamental values and strengthening their resilience and preparedness. The DG also ensures continued support to Ukraine, in particular efforts on Ukraine's reconstruction and accession, and works towards improving cooperation with Türkiye on political, economic and trade matters as well as supporting the countries or peoples in the EU's Eastern Neighbourhood, including Armenia, Azerbaijan and Belarus. The DG supports reform and democratic consolidation and promotes EU values, policies and interests in this region, strengthening prosperity, stability and security in and around Europe.

The mission of Directorate ENEST.R "Resources" is to serve as the centre of expertise and service to the DG in support of its operations and achievement of the policy objectives by:

- Helping it to make the best use of its human, financial and technical resources, ensuring that this is done in a sound, efficient and legal manner;
- Providing active support and guidance to the management and staff of the DG to support the achievement of the policy objectives;
- Ensuring application of adequate Internal Control systems, including the Risk Management Processes (both the ICC and the OLAF correspondent are located in Directorate R) and providing guidance to the management and staff across the DG.



Within Directorate R, Unit ENEST.R.2 “Legal, Transparency and Security” is the centre of expertise in the DG on legal issues, acting as a partner in the development and implementation of the new initiatives underpinning our policy priorities, working in close collaboration with Directorate A and the geographical directorates. The unit provides legal advice and support to all Responsible Authorising Officers of DG ENEST and EU Delegations under its geographical area on the financial rules applicable to activities in the field of the external action of the Union. A key element of the unit’s work is the implementation of the new facilities for Ukraine, Western Balkans, and Moldova and preparation of the next MFF instruments in close collaboration Unit A2, Strategic Programming and Performance.

R2 Unit also actively participates in the drafting, negotiation and interpretation of basic acts, financial framework partnership agreements with our partner countries as well as with International Organisations and Financial Institutions in particular in the area of blending, financial instruments and budgetary guarantees.

Moreover, the Unit provides support to HQ and Delegations on procedural issues, accompanying colleagues on pre-litigation and litigation files and legal opinions on specific regulatory issues. ENEST R.2 is the central point for cases of infringements, requests for access to documents, transparency guidance, Ombudsman complaints and data protection coordination.

The Unit is located in Brussels and is composed of approximately 15 team members.

WE PROPOSE

We propose a very interesting position for someone with an interest in the policy priorities and challenges of DG ENEST and a good understanding of financial implementation rules, with a capacity for creativity and innovative thinking and a customer-oriented approach. The selected candidate will work on a variety of files for HQ and Delegations, reflecting the use of the full legal toolbox by the DG, including cooperation with implementing partners – Member States and international organisations including financial institutions- under indirect management, with a specific focus on guarantee agreement drafting.

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.

She/he will:

- provide legal support and advice to HQ and EU Delegations, including in litigation matters, together with a consistent interpretation of the regulatory framework;
- support as appropriate the implementation of facilities (Ukraine, Western Balkans, Moldova) and contribute to the work on the next MFF;
- draft specific legal provisions to supplement agreements or for basic acts as needed and contribute to negotiations with Member States and international organisations including Financial Institutions;
- develop and deliver training on relevant legal and procedural matters;
- advise and draft guidelines and instructions for implementation of assistance in countries of the enlargement area as well as in the eastern neighbourhood;



- liaise with the Legal Service, DG BUDG and DG INTPA on legal and procedural matters.

WE LOOK FOR

Personal Qualities:

- A capacity to analyse and propose pragmatic legal solutions, taking into account operational imperatives
- Ability to be creative in the identification of legal solutions
- Proven capacity to explain in a simple manner complex concepts
- Customer oriented attitude with an open and dynamic approach to new challenges and ideas
- Excellent oral and written communication skills in English
- Sense of initiative, problem-solving skills and resilience.

Specialist skills and experience:

- Legal background, with knowledge of European Union legislation, financial rules and in particular those in the remit of DG ENEST;
- Good understanding/overview of legal, financial and operational issues in the Commission, in particular in indirect management;
- Good knowledge of the functioning and procedures of the Commission, its decision-making and working methods and inter-institutional procedures.
- Proven drafting and communication skills.
- Experience in the field of external relations and with the instruments managed by DG ENEST will be an asset;
- Experience in cooperation with International Financial Institutions and in negotiations, including in guarantee agreements drafting, will be an asset.



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-R2@ec.europa.eu** indicating the selection reference **ENEST/COM/2026/1021** 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:

FOR AD jobs: 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. Candidates are required to undergo a security vetting that is conducted with the national administration of the Member State.

➤ 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 group 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.

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.