



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, 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.

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

in DG CONNECT of the European Commission

Job title: Legal Officer

Domain: Information Technology

Where: Unit CNECT.G.1 - „Data Policy and Innovation“, Luxembourg

Function Group: FG IV

Contract Type: 3b

Express your interest until: 04.09.2026 - 12.00 (noon, Brussels time)

WE ARE

Unit G.1 in DG CONNECT, the Data Policy and Innovation Unit, is at the forefront of shaping Europe's data economy and fostering a seamless single market for data. Our mission is to enable individuals, businesses, public administrations and communities to harness the value of data in a responsible and impactful way.

Unit G.1 plays a central role in implementing the Data Union Strategy and the Digital Omnibus, and is responsible for key legislative frameworks such as the Data Governance Act, the Data Act, the Open Data Directive and the ePrivacy Directive. These frameworks are instrumental in driving Europe's digital transformation and enabling trusted data sharing and reuse. The Unit also contributes to the Commission's simplification agenda by reducing administrative burdens, improving regulatory coherence and promoting digital solutions that make compliance easier and more efficient.

In addition, Unit G.1 helps shape international data flows and digital trade policy, ensuring that cross-border data exchanges take place under secure, fair and mutually beneficial conditions. This work strengthens Europe's position in the global digital economy and supports the development of interoperable international data ecosystems.

Beyond regulation, we support research and innovation through Horizon Europe and the Digital Europe Programme. We help advance cutting-edge data technologies and fund initiatives that address key challenges in data access, management and use, enabling stakeholders across Europe to unlock the full value of data for economic growth, public services and societal benefit.

WE PROPOSE

We are seeking a highly motivated Legal Officer to join our dynamic policy team, working at the heart of one of the most influential and fast-moving areas of EU digital policy. This position offers a unique opportunity to contribute directly to the development, negotiation and implementation of legislation shaping Europe's digital future.



The successful candidate will contribute to the design, negotiation and implementation of EU digital and data policies, with a particular focus on the Digital Simplification Omnibus, the Data Act, the Data Governance Act, the General Data Protection Regulation (GDPR) and the ePrivacy framework. The role will also cover related policy areas such as data retention, and measures to combat child sexual abuse material (CSAM), as well as the development of future legislative and policy initiatives.

The successful candidate will contribute to efforts to simplify the EU regulatory framework, reduce administrative burdens and promote digital solutions that make compliance more efficient and less costly, particularly for SMEs.

The candidate will play a central role in inter-institutional negotiations with the European Parliament and the Council, preparing legal and policy analyses, drafting legislative texts and contributing to the development of Commission positions. The role also involves monitoring the implementation and enforcement of EU legislation, including handling of citizens' complaints, questions of Members of European Parliament and contributing to cases brought before the Court of Justice of the European Union.

A key aspect of the position is engagement with a broad range of stakeholders, including Member States, industry, civil society organisations, data protection authorities, academia and other EU institutions. The candidate will help build consensus on complex legal and policy issues and ensure that legislative solutions remain practical, innovation-friendly and future-proof.

The successful candidate will also contribute to interservice consultations and support the preparation of briefings, speeches, correspondence and other materials for senior management and political leadership.

This is an exceptional opportunity for a proactive and intellectually curious professional to help shape Europe's digital economy, data governance framework and simplification agenda at a time of profound technological and geopolitical change.

WE LOOK FOR

We are looking for a highly motivated colleague who can contribute to the unit's success and deliver high-quality results in a collaborative and fast-paced environment. The ideal candidate is proactive, well-organised and capable of managing complex files under tight deadlines. They should possess excellent analytical, legal and drafting skills, sound judgement, and the ability to work effectively under pressure.

Candidates should have a university degree in law or equivalent qualifications. Professional experience in EU digital law, in particular data law, data protection, privacy, or related fields would be a strong asset. Experience with legislative or contractual drafting, inter-institutional negotiations, legal analysis, implementation of EU legislation, enforcement activities, or the development of policy and legislative initiatives would be particularly valuable.

A good understanding of the EU's data regulatory framework, including the Data Act, GDPR, ePrivacy rules and data retention, is highly desirable. Familiarity with emerging digital technologies, data-driven business models, artificial intelligence, or the functioning of the digital economy would



be an advantage. Experience with regulatory simplification, burden reduction, better regulation principles, or the use of digital solutions to streamline compliance and reduce administrative costs for businesses would also be considered a strong asset.

The successful candidate should be able to work effectively with colleagues across the European Commission and other EU institutions, and engage constructively with Member States, regulatory authorities, industry, civil society organisations and academia. Excellent drafting, communication and presentation skills are essential. The candidate should be able to explain complex legal and policy issues clearly and concisely to both specialist and non-specialist audiences.

The ability to clearly communicate orally and in writing in English is essential. Knowledge of additional EU languages would be an advantage.

HOW TO EXPRESS YOUR INTEREST?

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-G1@ec.europa.eu indicating the call for interest reference **EC.LUX.2026.CNECT.421455** 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 EU²
- AND have a satisfactory knowledge (minimum level B2)³ of a second official language of the EU, to the extent necessary for the performance of the duties.

➤ What about the selection steps?

The selecting unit chooses from the EPSO database⁴ candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best

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).

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



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.

⁴ Therefore, candidates who did not pass already a CAST on the level Function Group IV, should register their profile at this [address](#).



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 **Luxembourg**.

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 2 years**. 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).

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.