



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.



TEAM LEADER – RESOLUTION TEAM – LEGAL OFFICER

Directorate-General for Financial Stability, Financial Services and Capital Markets Union (DG FISMA) of the European Commission

Selection reference: FISMA/COM/2026/1027

Domain*: LAW

Where: Unit FISMA.D.3 Resolution and deposit insurance – Brussels

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

Grade range: AD5-7

Publication deadline: 15.06.2026 – 12.00 (Brussels time)

WE ARE

Unit D3 (Resolution and Deposit Insurance) of DG FISMA is responsible for developing and implementing the EU crisis management and deposit insurance policies that impact the lives of millions of EU citizens. The Unit's mission is to develop and maintain a well-functioning crisis management framework for banks, insurers and central clearing counterparties (CCPs) and to enforce it. The Unit consists of 18 officials who work across five teams (four sectors plus a legal affairs team) to ensure that the EU has in place an appropriate set of rules to deal with the failure of these financial institutions in an orderly manner and to avoid adverse effects on depositors, policyholders, taxpayers, financial stability and the economy.

Within Unit D3, the Resolution Team plays a central role in the implementation of the Single Resolution Mechanism (SRM), in particular by preparing Commission resolution decisions, representing the Commission before the SRB's decision making bodies, and supporting the Commission's role in litigation and coordination.

Unit D3 and the team work in close cooperation with the Single Resolution Board (SRB), the European Central Bank (ECB/SSM), the European Banking Authority (EBA), the Council and other Commission services, both in crisis situations and in peace times for enhancing preparedness.

WE PROPOSE

An interesting and challenging Team Leader position in the Resolution Team, combining leadership responsibilities with high-level legal, policy and coordination tasks in the field of bank resolution.

The successful candidate will:



- Lead, organize and coordinate the work of the Resolution Team, ensuring high-quality and timely delivery of outputs and effective allocation of tasks within the team.
- Oversee and coordinate the preparation of Commission resolution decisions in crisis situations and coordinate the work in preparedness phases (including internal coordination and simulation exercises);
- Represent and support the Commission in SRB decision-making bodies (Executive, Plenary and Extended Executive Sessions), as well as in committees, expert groups and working groups;
- Lead, coordinate the team's contribution to and represent the Commission in litigation before the Court of Justice of the European Union, including cooperation with the Commission Legal Service, preparation of observations, reporting to senior management and drafting of briefing material;
- Ensure effective coordination with other Commission Directorates General, Commission services and EU institutions, in particular the Commission's Legal Service, DG COMP, the Council and the ECB/SSM.

There may be also occasional missions in order to follow resolution work at international level or hearings in litigation cases at the ECJ.

D3's Resolution Team offers a friendly and stimulating working atmosphere, with a high degree of autonomy and responsibility and aims for an optimal work/life balance. Discussions and exchange of opinions are encouraged.

WE LOOK FOR

Candidates should have strong leadership, legal and analytical skills, and the ability to manage complex files and coordinate work in a demanding and fast-paced environment.

In particular, candidates should demonstrate:

- at least 10 years of relevant professional experience, including both experience in bank resolution and as a lawyer in the private sector or as in-house legal counsel;
- proven experience of at least 1 year in a management position, including organisation of team work;
- demonstrated experience in handling real bank resolution cases;
- expertise in EU financial law, in particular the banking law;
- experience in litigation before the Court of Justice of the European Union, or in supporting litigation work;
- very good analytical, drafting and communication skills, including the ability to produce clear and structured outputs on legal analysis and for decision-making;
- strong coordination, organizational and leadership skills, including the ability to motivate a team and ensure delivery of results;
- the ability to work under pressure and manage multiple priorities in a multicultural environment.



The main working language of the unit is English. Knowledge of other Union languages would be an asset.

Knowledge of German (working level) would be a strong asset, notably focused on the litigation vocabulary.

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

FISMA-D3-RECRUITMENTS@ec.europa.eu indicating the selection reference
FISMA/COM/2026/1027 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 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.

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.