



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 and Policy Officer – EU Emissions Trading System

Directorate-General for Climate Action (DG CLIMA) of the European Commission

Selection reference: CLIMA/COM/2026/1000

Domain: Law

Where: Unit B.2. ETS (II): Implementation, policy support and ETS registry, Brussels

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

Grade range: AD5-7

Publication deadline: 19/06/2026 - 12.00 (Brussels time)

WE ARE

The European Union is at the forefront of global climate action, with the EU Emissions Trading System (ETS) serving as the cornerstone of its policy framework. The EU ETS provides a cost-effective, market-based mechanism to reduce greenhouse gas emissions across key sectors, including power generation, energy-intensive industries, aviation, and maritime transport, with buildings and road transport to be included from 2028. Beyond driving emissions reductions, the system generates tens of billions of euros annually, funding critical climate initiatives such as the Innovation Fund and supporting Member States in their transition to a low-carbon economy. Unit CLIMA.B2 leads the implementation and operational management of the EU ETS. Our responsibilities include overseeing the Union Registry, a centralised platform that manages accounts and transactions for over 15,000 operators across 30 countries. We ensure the harmonised monitoring, reporting, and verification of emissions, including the accreditation of independent verifiers, while administering free allocation rules to prevent carbon leakage and incentivise emissions reductions.

The unit also manages the auctioning of allowances, which generated more than €40 billion in 2025, providing substantial funding for Member States' climate policies. Additionally, we develop secondary legislation to implement the revised ETS Directive and contribute to broader initiatives, such as the Carbon Border Adjustment Mechanism (CBAM) and the creation of lead markets for low-carbon industrial products.

Our team of around 20 professionals—comprising lawyers, economists, and engineers—works in close collaboration with other Commission services, Member States, and a wide range of stakeholders to ensure the EU ETS remains effective, transparent, and adaptive in the face of evolving climate challenges.

WE PROPOSE

We are seeking a highly motivated and experienced Legal Officer to join DG CLIMA.B2, who will play a pivotal role in revising and drafting secondary legislation under the EU ETS Directive. This



position offers a unique opportunity for a highly experienced legal professional to shape the legal and policy framework of one of the EU's most impactful climate instruments.

The legal officer will draft and revise delegated and implementing acts, with a particular focus on the registry regulation, climate neutrality plans, CCU/CCS aspects of different pieces of legislation (MRV, CCU delegated act) and the auctioning regulation. Given the technically complex nature of EU ETS legislation, the legal officer will provide expert legal advice on technical policy issues, ensuring alignment with the ETS Directive and broader EU climate objectives.

Both types of acts in our remit (delegated and implementing acts) involve extensive consultations and negotiations within the Commission and with external stakeholders, in which the Legal Officer is responsible for defending the Commission's position and representing it in discussions with Member States' experts and stakeholders.

Given the sensitive nature of the Union Registry, security clearance is a pre-requisite for the job and, if not yet available, would need to be requested at latest when starting the job assignment.

An important part of our work is the technical and legal input for the follow up of non-compliance as well as the input we provide to the Commission Legal Service for the court cases concerning ETS implementation. The role of the Legal Officer is to grasp the technical issues and translate them into legal or political material adapted to the respective context.

WE LOOK FOR

We are seeking a highly motivated and well-organised legal professional with a proven track record in policy implementation and a strong analytical focus. The ideal candidate will have a university degree in law (or an equivalent qualification) and at least 5 years of relevant professional experience, including drafting complex legal and policy documents, preferably within EU climate or environmental law.

The candidate should have well-developed negotiation and communication skills, with the ability to engage effectively with stakeholders at all levels. A strong sense of responsibility and initiative is essential, along with the ability to work under pressure and adapt to new challenges. We are looking for a colleague who can balance autonomous work with active collaboration, managing a diverse workload while maintaining high standards of accuracy and precision.

The ability to grasp technical issues and translate them into politically relevant material is essential. This includes the need for an excellent understanding of the rules for free allocation and emissions monitoring in the EU-ETS. Experience with court cases or litigation in EU climate law would be an asset.

Excellent oral and written communication skills are essential, in particular in English, including the capacity to explain complex issues in a non-technical and comprehensible way. Proficiency in other EU languages would be beneficial.



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 CLIMA-B02-ARES@ec.europa.eu indicating the selection reference **CLIMA/COM/2026/1000** 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. 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)/2(d) 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.