



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.



Policy Officer

in DG JUST of the European Commission

Job title: Policy Officer

Domain: Law

Where: Unit JUST.A1 – „ Digital transition and Judicial training “, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 31.07.2026 – 12.00 (noon, Brussels time)

WE ARE

DG JUST A1 contributes to the Commission priorities on digitalisation. The Unit has developed and implements the Commission strategies related to digitalisation of justice, including AI, and judicial training, of November 2025. It will also review these strategies, among others in the context of the new MFF, and suggest new policies.

The Unit is in charge of the preparation, adoption and roll-out of implementing acts on digitalisation of justice.

It also steers digitalisation of justice at European and national level through funding. Activities on digitalisation of justice are funded through the Justice Programme and the future National and Regional Partnership Plans under the new MFF. The Unit coordinates them through the management of dedicated calls for proposals as well as gathering country knowledge and guiding Member States in their national digitalisation efforts, including preparing and discussing with Member States their possible requests for digitalisation of justice projects to be included in their future National and Regional Partnership Plans.

The Unit manages the e-Justice Portal.

The Unit has designed and is implementing the European judicial training strategy 2025 – 2030, including policy development, reporting, relations with judicial and legal stakeholders as well as providing financial support to and management of the projects financed.

The Unit co-ordinates DG JUST own work and DG JUST input into initiatives with a digital dimension, especially on AI.

The Unit develops also policy framing the emerging private law of the digital economy, in particular on contracts with and between AI and on data sharing and use. We are developing model contract terms for AI contracts to be recommended by the Commission, implementing the UN model law in this area which we had negotiated for the EU. We are monitoring model contracts on data sharing and cloud computing, recommended by the Commission and implementing the private law part of the Data Act. We are also negotiating UN level rules, and developing future EU policy, on contracts on provision of data.

We are an enthusiastic and highly motivated team. We have an open, communicative and collegial work atmosphere. We aim to understand and address the evolving needs of stakeholders of the digital economy and society as well as keep up with technological development.



WE PROPOSE

Being a policy officer in our unit would allow the candidate to engage in the development of initiatives at EU level in the transition to the digital economy and society.

Depending on the candidate's experience, expertise and development interest, he/she could work on key policy files promoting national and EU digitalisation initiatives through the implementation of the DigitalJustice@2030 Strategy (of Nov. 2025) and National and Regional Partnership Plans and the Justice Programme.

As our Unit covers different projects at various stages of the policy cycle, the candidate could for instance work on steering national digitalisation of justice projects through budget support in the future National and Regional Partnership Plans, contribute to negotiations with Member States, work on data collection and analysis, evaluation of the national situations and monitoring national progress. The candidate could also be involved in designing and implementing new policy initiatives under the present or to be reviewed DigitalJustice@2030 Strategy, manage preparatory studies, build up policy momentum with stakeholders, work with experts and Member States' authorities or colleagues in the DG and other Commission services or contribute to the negotiation in the Council and European Parliament. The candidate will participate in the design of policy initiatives and contribute to the decision-making process.

We offer a flexible work environment with a degree of autonomy that would allow you to develop your skills. We are attached to values such as trust, teamwork, fairness and a good work-life balance.

WE LOOK FOR

A new colleague who is a team player but can also work independently and has a result-oriented approach to work. The candidate should have strong drafting and analytical skills coupled with an eye for complex details. The candidate should be able to efficiently organize their work.

A legal or economic background and experience as well as good knowledge of or experience with digitalisation or justice would be assets. An additional asset would be experience in financial and programme management, ideally with recent instruments like the Recovery and Resilience Facility and the Technical Support Instrument.

We are looking for someone with a capacity to engage with a variety of stakeholders, in particular Member States, and build good relationships. The candidate will have excellent verbal and written communication skills, as well as ideally experience in negotiations with Member States. We are also looking for someone with the capacity to present to stakeholders Commission policy in a clear and convincing manner.

We are looking for a future colleague who is fluent in English; good knowledge in French would be an asset.

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 just-a1@ec.europa.eu indicating the call for interest reference EC-2026-JUST-522458 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.

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://europa.eu/europass/cefr/>).



➤ **What about the selection steps?**

The selecting unit chooses from [the EPSO database](#)⁴ 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.

⁴ 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>



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).

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.