



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 – Data Protection Coordinator

Directorate General for Economic and Financial Affairs (DG ECFIN) of the European Commission

Selection reference: ECFIN/COM/2026/1540

Domain: LAW

Where: Unit ECFIN.R1 “HR Correspondent, Document Management, Data Protection and Assurance Coordination”, Brussels

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

Grade range: AD5-7

Publication deadline: 24.07.2026 - 12.00 (Brussels time)

WE ARE

The Directorate General for Economic and Financial Affairs (DG ECFIN) is the European Commission department responsible for EU policies promoting economic growth and recovery, higher employment, stable public finances and financial stability. DG ECFIN's main role is to foster the success of Economic and Monetary Union both inside and outside the Union, by advancing economic policy coordination, conducting economic surveillance in the context of the recently reformed Economic Governance Framework and providing policy assessment. It has furthermore a key role in the delivery of the European Union's recovery instruments following the Covid-19 pandemic, in particular the Recovery and Resilience Facility (RRF).

Within the directorate for Resources and Performance Management, Unit ECFIN.R.1, “HR Correspondent, Document Management, Data Protection and Assurance Coordination” is a service-oriented unit covering a broad range of activities essential for the smooth functioning of DG ECFIN. ECFIN.R.1 key responsibilities include: human resources, business continuity, data protection, access to documents and document management, office space and local security, coordination of evaluation as well as of a range of activities linked to the assurance (Strategic Planning and Programming (SPP), Internal Control, relations with the Internal Audit Service, the European Court of Auditors and OLAF).

WE PROPOSE

An interesting and dynamic position in our friendly legal team, supporting the DG with handling the access-to-documents-requests, issues related to data protection, AI and Intellectual Property rights.

The successful candidate will:



- Counsel and provide legal advice and assistance within the DG regarding in particular data protection, transparency (access-to-documents), intellectual property rights and ethics.
- Represent the DG, contribute to and participate in consultations and collaborative projects with the Legal Service and other COM services.
- As Legal Coordinator of DG ECFIN, provide guidelines concerning the implementation of access-to-documents and transparency legislation and instruments.
- Advise management and units on the validity and conformity of procedures with the standing rules adopted by the COM, practices imposed by the SG and jurisprudence of the EU courts.
- Oversee the handling of access-to-documents requests at the DG level and recommend practical improvements to access-to-documents implementation procedures.
- Ensure good collaboration with the Transparency-unit in the SG and participate on behalf of the DG in the relevant networks within the COM.
- As Data Protection Coordinator for the DG, provide guidelines concerning the implementation of legislation on personal data protection.
- Advise on the validity and conformity of procedures with the standing rules and regulations.
- Ensure collaboration with the Data Protection Officer of the COM and participate on behalf of the DG in the relevant networks within the COM.
- As IP-Correspondent for the DG, provide guidance concerning the application of IP-legislation, including the COM Re-use Decision.
- Advise on compliance with COM internal procedures published by JRC and Legal Service.
- Ensure collaboration with the COM Central IP-service (JRC) and participate on behalf of the DG in the relevant IP-Network within the COM.
- Coordinate the implementation of business continuity in DG ECFIN.

WE LOOK FOR

An enthusiastic, motivated and well-organised colleague, with a constructive team spirit, while being flexible and service-oriented.

The ideal candidate should have a legal background or experience in legal or para-legal work. A good knowledge of Regulation 1049/2001, while not compulsory, could be an asset.

Excellent drafting and communication skills are essential as well as strong analytical skills.

Good presentation and IT skills are required, as well as the ability to use Commission databases.

A sound knowledge of English, both oral and written) is required. A good knowledge of any other official languages is an asset.

We are prepared to offer or support training for any new areas activity. As a unit supporting the career progression of all ECFIN staff, further opportunities for professional development may be considered.

We also take pride in being a diverse and inclusive unit. We therefore welcome any applications that may further enhance this dimension of our team.



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 ECFIN-HR-APPLICATIONS@ec.europa.eu indicating your name and the selection reference ECFIN/COM/2026/1540 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 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.

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.