



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.



Legislative Officer

in Directorate-General for Employment, Social Affairs and Inclusion of the European Commission

Job title: Legislative Officer

Domain: European Policy

Where: Unit A1 – Strategic, Legal and Interinstitutional Coordination (Brussels)

Function Group: FG IV

Contract Type: 3b

Express your interest until: 21.09.2026 – 12.00 (noon, Brussels time)

WE ARE

The Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL) pursues policy, legislative and financial initiatives to build a highly competitive social market economy in the European Union.

The European Pillar of Social Rights and its action plans are the EU's strategy to ensure that the transitions to climate neutrality, digitalisation and demographic change are socially fair and just, making competitiveness and social cohesion two sides of the same coin.

By promoting social dialogue and leveraging its main funding instruments – the European Social Fund Plus, the Social Climate Fund and the European Globalisation Adjustment Fund for Displaced Workers – DG EMPL fosters employment through the creation of more and better-quality jobs. It helps people adapt to changing labour market needs by promoting skills development, vocational education and training, and facilitating free movement of persons and workers. It strengthens social protection and inclusion by tackling inequalities, poverty and social exclusion, and modernising social protection systems, including pensions, health and long-term care. It upholds labour standards by advancing workers' rights, combating workplace discrimination, and ensuring health and safety at work. DG EMPL also promotes all these principles in EU external relations and multilateral fora.

The mission of Directorate A 'European Pillar of Social Rights, Strategy' within DG EMPL is to provide strategic, inter-institutional and legal coordination for the policy areas for which the Directorate-General (DG) is responsible and in particular for the implementation of the European Pillar of Social Rights across these policies. The Directorate is also in charge of external and internal communication, the budget, policy planning cycle and IT developments related to DG EMPL policies.

Unit A1 is the strategic unit of DG EMPL. Our mission is to provide guidance to the colleagues in the DG and ensure overall political, policy, legal and interinstitutional coordination. We put our experience, knowledge, skills and commitment to the service of Europe and its people in the field of Social Europe.



In particular, we ensure overall policy guidance on planning and implementation of DG EMPL policy priorities, aimed at a coherent approach in line with DG's policies, the Commissioners' mission letter and overall Commission's political priorities. We maintain the relations with all Units in the DG, the Cabinets, the Secretariat-General, other DGs, the Legal Service, the Council, the European Parliament and consultative committees for work planning and interinstitutional coordination. We oversee the implementation of the European Pillar of Social Rights and its Action Plan and coordinate DG EMPL input to the work on the Conference on the Future of Europe.

WE PROPOSE

This is a unique opportunity to play a pivotal role in shaping policy initiatives that will impact millions of people living in Europe. As a Legislative Officer working in the Legislative Coordination team, you will be at the forefront of the DG's efforts to strategically plan, prepare, and follow up on policy initiatives in the area of employment, social affairs, inclusion and skills. You will have the chance to collaborate with Units across the DG and the Commission.

Your responsibilities will include preparing and following up on DG EMPL's contribution to the Commission Work Programme, from the launch to the delivery of specific initiatives, while maintaining a horizontal view over policy files and DG EMPL's input to initiatives of other DGs through Interservice Consultations. You will advise DG EMPL units and hierarchy on the various steps of the legislative process (including Better Regulation provisions) and provide ongoing monitoring and guidance to initiatives as they progress through the legislative process. You will work closely with the EMPL Decide Coordinator, and more broadly, foster and sustain good working relationships within the DG and with other Commission services to help inform and steer the legislative coordination of DG EMPL.

If successful, you will also contribute to shaping the strategic direction of DG EMPL and support the A1 Strategic Team in turning priorities into action, including through coordinating DG EMPL's input on the topic of artists' working conditions. You will be responsible for coordinating, drafting, and editing briefings, including speaking points for the Commissioners, Vice-Presidents, President, and Director-General, in particular, related to the preparation of the Commission Work Programme and the legislative coordination inside the DG. In addition, you will contribute to the work of the interinstitutional team, following discussions of DG EMPL files in EP and Council and consultative committees, in particular the European Economic and Social Committee and the Committee of the Regions. In addition, you will coordinate DG EMPL's assessments of European Parliament's proposals for pilot projects and preparatory actions.

If you have a passion for policy coordination and are excited about the opportunity to improve the lives of millions of people living in Europe, then we encourage you to apply for this position. Join us in making a difference!

WE LOOK FOR

We are looking for a well-organised team player with a strong sense of initiative, sound political judgment and excellent drafting skills. Previous experience in policy development or legislative coordination (ideally in relevant or related fields) would be an asset. S/he should be at ease in a fast-moving (but work-life balanced) environment where a quick reaction to new priorities is a part



of the daily work. The ideal candidate should have a track record in interacting with various Commission services. S/he must be service-oriented, have diplomatic skills and be able to work independently as well as liaise closely with colleagues, pooling skills and ideas and sharing knowledge. Sound knowledge of relevant employment and social policy files is an asset. Excellent knowledge of English is required.

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 EMPL-A1-UNIT@ec.europa.eu indicating the call for interest reference EC/2026/EMPL/422489 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 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

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: <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 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.