



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.



Legal Officer (FGIV)

Directorate-General for Budget (DG BUDG) of the European Commission

Job title: Legal Officer

Domain: BUDGET and FINANCES, LAW

Where: Unit BUDG.E2.2.002 – Financial Rules: Direct Management, CFS Helpdesk, training and RUF
Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 29.09.2026 – 12.00 (noon, Brussels time)

WE ARE

DG BUDG is responsible for managing the budget of the European Union and plays a central role in achieving the Commission's political priorities. As domain leader on financial management, DG BUDG has a growing strategic role at the heart of the Commission. Working in DG BUDG is not just about figures, you get to see the bigger picture of what is happening across the whole Commission and how the budget contributes to achieving the EU objectives.

Directorate BUDG.E – the Commission's Central Financial Service – is the lead service for legal matters on the EU budget and its implementation, particularly the Financial Regulation, its application and interpretation. It also promotes the active sharing of knowledge on financial, operational and budgetary matters within DG BUDG and the Commission, as well as with EU institutions, bodies and agencies.

Unit BUDG.E2 “Financial Rules: Direct Management, CFS Helpdesk, Training and RUF” has a team of around 30 colleagues. We are responsible for several politically important and sensitive files. We develop and advise on the financial rules for implementing the EU budget, with respect to directly managed EU programmes (research, defence, space, transport, health, etc.), EU public procurement, grants, prizes, association agreements with third countries, e-Governance (corporate digitalised contracts and procedures), Brexit legal matters, and related budgetary issues. The Unit participates in the drafting, negotiation and interpretation of the EU Financial Regulation and of other financial rules that apply across sectors and institutions, in particular the sectoral programme regulations under the Multiannual Financial Frameworks (MFF). In addition, the Unit hosts the Central Financial Service Helpdesk, training activities and the Finance Community Network (RUF). The Unit is intensively involved in the preparation of the post-2027 MFF.

WE PROPOSE

An exciting and diverse position as a legal officer in the area of EU budget implementation, one of the Commission's core responsibilities. You will join a great team of highly motivated and friendly colleagues, and you will be part of the Internal Policies sector. Work will consist of providing legal advice and guidance to the entire EU finance community (Commission and other EU institutions and bodies), in particular but not limited to EU internal policies implemented in direct management,



including defence and the Ukraine support loan. You will draft legal documents such as legislative proposals, contractual templates and guidance notes. You will deliver training and promote knowledge sharing. You will work in close contact with the other lawyers of the unit and directorate, the hierarchy, other BUDG units as well as with other services, including the Legal Service.

We offer:

- An extensive set of tools to drive your career, including a broad learning and development offer for job specific and soft skills
- Mentoring and on-the-job coaching upon joining DG BUDG
- A friendly and collegial atmosphere where teamwork and flexibility are key to the success of DG

WE LOOK FOR

A highly motivated and proactive colleague, who is a team player and can demonstrate a strong interest in and ability to contribute to the Unit's mission. The ideal candidate would have:

- Legal background and/or experience with drafting legal documents such as contracts
- The ability to translate complex ideas into clear and concise language
- Very good communication skills in English, both orally and in writing
- A good understanding of the legal, financial and operational issues related to the implementation of the EU budget
- Knowledge of and/or experience with the management of rules and procedures for implementing the EU budget, in particular directly managed programmes using eGrants
- Knowledge of the Financial Regulation applicable to the EU budget

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 BUDG-MAILBOX-E02@ec.europa.eu indicating the call for interest reference **EC-2026-BUDG-526023** 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://europa.eu/europass/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.

[For 3b] 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.