



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 – International Forestry Policy and Legislation

Directorate-General Environment (DG ENV) of the European Commission

Selection reference: ENV/COM/2026/1405

Domain: Environment

Where: Unit ENV.F1 - "Planetary Common Goods, Universal Values & Environmental Security", Brussels

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

Grade range: AD5-7

Publication deadline: 30/09/2026 - 12.00 (Brussels time)

WE ARE

A team of about 20 colleagues working towards a healthier planet in the Unit "Planetary Common Goods, Universal Values & Environmental Security" (Unit F1). We are part of DG Environment's Directorate of Green diplomacy and Multilateralism (Directorate F) whose policies aim to reduce the impact of third countries on the EU's environment and vice versa while providing a level playing field abroad for the EU's green businesses. Within the Unit, the Team working on the EU Deforestation Regulation (EUDR) is responsible for this EU flagship instrument for halting global deforestation and forest degradation.

WE PROPOSE

A position related to the Deforestation Regulation in a Unit with highly professional people working for a greener world. By joining the Deforestation Team of Unit F1, you will work as a Legal Officer on a highly technical but also political file.

You will contribute to the development and implementation of EU action against deforestation and forest degradation at EU and global level, including the preparations of the entry into application of Regulation (EU) 2023/1115 (EUDR) and its subsequent implementation.

A key element of the job is to provide legal advice and analysis within the unit and to the hierarchy and Cabinet on all matters relating to deforestation-free supply chains and the interplay with customs, trade, and other sustainability legislation. In that role and with good policy knowledge, you will provide replies to stakeholder questions on the EUDR FAQs and Guidance and prepare possible future updates of the FAQs. You will be the contact point with the Legal Service on EUDR, and you will work closely with Member States, in particular DE and AT, but also BE, NL, FR and ES on harmonised implementation of the law, compliance assurance (enforcement) and



targeted simplification solutions.

Understanding the IT system underpinning the EUDR and providing advice on its legal aspects will be part of the job and will imply close contacts with the IT Unit in DG ENV.

As regards the external dimension of the EUDR, you will do outreach and actively engage with a number of third countries, including the US, to explain EUDR, support their implementation efforts and address their questions; you will also be in charge of some of the seven specific EUDR commodities, including soy.

The job requires stress resilience, the ability to manage a number of issues simultaneously and to produce high quality output often within very short deadlines.

WE LOOK FOR

We are looking for a highly motivated, competent, hard working and well-organised colleague with specialised legal skills who enjoys working both independently and as part of a team and has the capacity to deal with complex, political and technical issues.

S/he should have:

- A legal academic background in environmental law, while a focus on European or international law would be an asset.
- Demonstrated experience in environmental law and policies, in particular deforestation related.
- Experience working at the European Commission on positions involving legal and policy work and in particular the drafting of policy documents of all levels as well as legislative proposals, implementing and delegated acts, would be an asset.
- Proven experience in international relations work, in particular bilateral relations. Prior experience in working on EU-US matters would be an asset.
- Proven experience in dealing with stakeholders, in particular businesses.
- Strong analytical skills; a capacity to master technical details while translating complex challenges into workable policy solutions.
- Ability to work autonomously with a high sense of initiative and a good sense of judgement, including political savviness.
- Excellent drafting skills, very good communication, negotiation and networking capacities, collegiality and team-work.
- Excellent social skills, team spirit, resilience and capacity to deal with a high workload and stress in a politically sensitive context.
- A very good command of English, German and French is necessary; command of Spanish would be an asset.



Despite heavy workloads, the Unit strives to foster a positive and supportive working environment where colleagues feel secure and are valued.

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 Ms Sarah Nelen, Head of Unit, sarah.nelen@ec.europa.eu and the functional mailbox of the unit ENV-F01-ARES@ec.europa.eu indicating the selection reference ENV/COM/2026/1405 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/French 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 group 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.