



VACANCY NOTICE FOR A POST OF SECONDED NATIONAL EXPERT

DG – Directorate – Unit	EMPLC.1 (2025-2027), EMPL.B.1 (2027-2029)
Post number in sysper:	C1 = 194144 – B1 = TBC
Contacts Provisional starting date: Initial duration: Place of secondment:	Adam Pokorny (C.1), Chiara Riondino (B.1), 3 rd quarter 2025 2+2 years <input checked="" type="checkbox"/> Brussels <input type="checkbox"/> Luxemburg <input type="checkbox"/> Other:
Type of secondment	<input type="radio"/> With allowances <input checked="" type="radio"/> Cost-free
<p>This vacancy notice is open to:</p> <p><input type="radio"/> EU Member States as well as</p> <p><input type="checkbox"/> The following EFTA countries: <input type="checkbox"/> Iceland <input type="checkbox"/> Liechtenstein <input type="checkbox"/> Norway <input type="checkbox"/> Switzerland</p> <p><input type="checkbox"/> The following third countries:</p> <p><input type="checkbox"/> The following intergovernmental organisations: ...</p> <p><input checked="" type="radio"/> EFTA-EEA In-Kind agreement (Iceland, Liechtenstein, Norway)</p>	
Deadline for applications	<input checked="" type="radio"/> 2 months <input type="radio"/> 1 month Latest application date: 25-06-2025

Entity Presentation (We are)

Unit **C1 ‘labour law’** defines, develops and implements actions for the improvement of working conditions through individual rights in the area of labour law and the right to information and consultation. The unit aims to ensure correct transposition and implementation of EU labour law in transparent and predictable working conditions, working time, fixed-term, part-time and temporary agency work, protection of young people at work, European Works Councils, information and consultation of workers and protection of workers, protection of workers' rights in the event of insolvency or transfer of undertakings, as well as working conditions in transport sectors (maritime, fisheries, inland waterways, civil aviation, road, rail). It manages complaints, petitions and

infringement procedures and provides legal advice to both external actors and other Commission services. In addition, the unit supports cooperation with Member States through expert groups, and promotes improved implementation of EU legislation by means of guidelines and reports. It monitors the implementation of EU law by means of own legal research, studies and a network of independent experts. The Unit is a legal unit consisting of 18 colleagues of whom 12 legal officers.

Unit **B1 ‘future of work, youth employment’** supports fair and sustainable development of European labour markets by anticipating change and identifying policy and legal responses to new and emerging trends in the world of work. The unit coordinates DG EMPL's Future of Work-related activities, examines the impact of the drivers of change (digital transformation, artificial intelligence, increasingly globalised economy, demographic changes, COVID-19, etc.) on current and future jobs and the quality of those jobs. The Unit also identifies policy and legal gaps and new challenges in the world of work, such as those related to platform work, remote work and the right to disconnect, the impact of artificial intelligence and algorithmic management on work organisation, and comes up with policy and legal responses. The Unit supports and monitors the implementation of the Youth Guarantee, the Quality Framework for Traineeships, and further develops EU initiatives in favour of youth employment. Moreover, the unit promotes the labour market integration of certain target groups, notably the long-term unemployed.

Job Presentation (We propose)

We offer an interesting and challenging position as legal officer with experience in EU Labour Law, in unit C1 for the initial 2 years, and in unit B1 for the subsequent 2 years. The two units cover a wide range of tasks in a dynamic, positive and inclusive working atmosphere. Working arrangements mix in-person (at least 2 days per week) and remote working, and working hours are flexible (flexitime).

The main tasks will be:

- to **monitor transposition, implementation and compliance with EU Labour Law *acquis***, assess and ensure satisfactory and timely follow-up of complaints and infringements, answer to correspondence from third parties, parliamentary questions and petitions, along with the Legal Service prepare the Commission's position in preliminary references before the Court of Justice of the EU, draft implementation, application and evaluation reports. Organise and participate in meetings with governmental experts on the implementation of EU Law.
- to **draft proposals of EU Labour Law**, prepare legal text and support material, including impact assessments.
- to **launch, supervise and disseminate legal research in the field of Labour Law**. Draft briefings for and take part in meetings with the Executive Vice-President of the Commission or the DG hierarchy on recent developments regarding EU Labour Law.

The SNE will work under the supervision of an administrator. Without prejudice to the principle of loyal cooperation between the national/regional and European administrations, the SNE will not work on individual cases with implications with for files he/she would have had to deal with in his/her national administration in the two years preceding their entry into the Commission, or directly adjacent cases. In no case he/she shall represent the

Commission in order to make commitments, financial or otherwise, or to negotiate on behalf of the Commission.

Jobholder Profile (We look for)

We are looking for a motivated, dynamic and experienced legal officer with a good knowledge of EU law who can work both independently and as part of a team. A positive, hands-on attitude, good communication skills and good judgement are essential to manage multiple files within the units, with other services and with external stakeholders.

Experience of legal case-work and drafting would be an advantage. The position requires a very good written and oral knowledge of English, which is the main working language.

Eligibility criteria

The secondment will be governed by the **Commission Decision C(2008) 6866** of 12/11/2008 laying down rules on the secondment to the Commission of national experts and national experts in professional training (SNE Decision).

Under the terms of the SNE Decision, you need to comply with the following eligibility criteria at **the starting date** of the secondment:

- **Professional experience:** at least three years of professional experience in administrative, legal, scientific, technical, advisory or supervisory functions which are equivalent to those of function group AD.
- **Seniority:** having worked for at least one full year (12 months) with your current employer on a permanent or contract basis.
- **Employer:** must be a national, regional or local administration or an intergovernmental public organisation (IGO); exceptionally and following a specific derogation, the Commission may accept applications where your employer is a public sector body (e.g., an agency or regulatory institute), university or independent research institute.
- **Linguistic skills:** thorough knowledge of one of the EU languages and a satisfactory knowledge of another EU language to the extent necessary for the performance of the duties. If you come from a third country, you must produce evidence of a thorough knowledge of the EU language necessary for the performance of his duties.

Conditions of secondment

During the full duration of your secondment, you must remain employed and remunerated by your employer and covered by your (national) social security system.

You shall exercise your duties within the Commission under the conditions as set out by aforementioned SNE Decision and be subject to the rules on confidentiality, loyalty and absence of conflict of interest as defined therein.

In case the position is published with allowances, these can only be granted when you fulfil the conditions provided for in Article 17 of the SNE decision.

Staff posted in a European Union Delegation are required to have a security clearance (up to SECRET UE/EU SECRET level according to [Commission Decision \(EU, Euratom\) 2015/444 of 13 March 2015](#)). It is up to you to launch the vetting procedure before getting the secondment confirmation.

Submission of applications and selection procedure

If you are interested, please follow the instructions given by your employer on how to apply.

The European Commission **only accepts applications which have been submitted through the Permanent Representation / Diplomatic Mission to the EU of your country, the EFTA Secretariat or through the channel(s) it has specifically agreed to**. Applications received directly from you or your employer will not be taken into consideration.

You should draft your CV in English, French or German using the **Europass CV format** ([Create your Europass CV | Europass](#)). It must mention your nationality.

Please do not add any other documents (such as copy of passport, copy of degrees or certificate of professional experience, etc.). If necessary, these will be requested at a later stage.

Processing of personal data

The Commission will ensure that candidates' personal data are processed as required by Regulation (EU) 2018/1725 of the European Parliament and of the Council ⁽¹⁾. This applies in particular to the confidentiality and security of such data. Before applying, please read the attached privacy statement.

⁽¹⁾ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39)