



EUROPEAN COMMISSION

VACANCY NOTICE FOR A POST OF SECONDED NATIONAL EXPERT

DG – Directorate – Unit	EMPL.A.1 - Strategic, Legal and Interinstitutional Coordination
Post number in sysper:	288423
Contact person:	Fabien DELL
Provisional starting date:	1st quarter 2026
Initial duration:	2 years
Place of secondment:	☒ Brussels ☐ Luxembourg ☐ Other: Click or tap here to enter text.
Type of secondment	☒ With allowances ☐ Cost-free
This vacancy notice is open to: ☒ EU Member States as well as ☐ The following EFTA countries: ☐ Iceland ☐ Liechtenstein ☐ Norway ☐ Switzerland ☐ The following third countries: ☐ The following intergovernmental organisations: ... ☐ EFTA-EEA In-Kind agreement (Iceland, Liechtenstein, Norw...	
Deadline for applications	☒ 2 months ☐ 1 month Latest application date: 19-12-2025

Entity Presentation (We are)

EMPL.A1 is the Strategic, Legal and Interinstitutional Coordination Unit of DG EMPL. We are a dynamic, highly cohesive, and dedicated team of around 25 people. Our mission is to provide guidance and to ensure overall political, policy, legal and interinstitutional

coordination. We put our experience, knowledge, skills and commitment at the service of Europe and its people in the field of Social Europe. We ensure overall policy guidance on planning and implementation of DG EMPL policy priorities, aimed at a coherent approach in line with the DG's policies, the Commissioners' mission letters 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 the work planning and interinstitutional coordination.

Job Presentation (We propose)

We are offering an interesting and impactful post as policy officer at the heart of coordination work in the DG. The post offers opportunities for policy coordination employment, skills and social affairs which are prominent in the Commission agenda and a priority for EU citizens. The role comes with the chance to develop expertise in all EMPL policy areas as well as legislative and interinstitutional work.

The successful candidate will monitor overall strategic issues relevant for employment, skills and social policies. S/he will significantly contribute to the interinstitutional coordination, including with the European Parliament and the Council of the EU. S/he would ensure the follow-up of policy developments in the Council (EPSCO) and its preparatory bodies (Coreper, Social Question Working Party, etc). The candidate could also monitor policy developments in other relevant Council formations. S/he will monitor and advise on the Commission Work Programme's initiatives and on the political priorities of this Commission, relevant for DG EMPL. The job holder will frame policy developments and political positions into key messages for political communication purposes. S/he will coordinate, draft and edit briefings, including policy speeches or speaking points for the Commissioners, Vice-Presidents, President, and the Director-General.

Jobholder Profile (We look for)

We are looking for a dynamic candidate with sound political judgment, strategic thinking, experience of policy development, ideally in relevant fields, and excellent drafting skills. S/he should be at ease in a fast-moving environment where a quick reaction to new priorities is part of daily work. The ideal candidate should have a track record in interacting with various Commission services. S/he must 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 policy files would be an advantage.

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)