



**EUROPEAN
DATA PROTECTION
SUPERVISOR**

**VACANCY
NOTICE**

The EDPS is looking for a

Legal and Policy Officer

Vacancy notice n°	15-2026-EDPS-PC-CA
Type of post/type of contract	Contract Agent (CA) (1 year renewable)
Grade/function group	FGIV
Publication under	Article 3b of the CEOS
Place of employment	Brussels (Belgium)
Deadline for applications	07/04/2026 (Brussels time GMT+1) at 12:00 midday

WHO ARE WE?

The EDPS - a young and dynamic institution

The European Data Protection Supervisor (EDPS) is the independent data protection authority of the EU institutions and bodies and the advisor to the EU legislator on data protection matters. Established in 2004 and based in Brussels, the EDPS works to promote a strong data protection culture across the EU institutions and in EU legislation. We also closely monitor technological developments and seek to anticipate their impact on the individuals' privacy. Additionally, since the entry into force of the AI Act, we ensure that the EU institutions use, develop, and deploy AI in line with its rules. The EDPS employs around 170 staff members, including EU officials, Contract Agents, Temporary Agents, Seconded National Experts and Trainees, working on a full-time or part-time basis.

The EDPS - a great place to work

We value a strong culture of respect, flat hierarchical structures and an open door policy to foster innovative ideas and a strong collaboration between colleagues. To ensure our staff's well-being and motivation, we believe that it is essential to create a healthy organisational climate and to strike a good work-life balance. To achieve this, we offer various flexible working arrangements, as well as learning and development opportunities, such as job-shadowing and training programmes.

WHO ARE WE LOOKING FOR?

Someone who

- fits in an informal and friendly yet professional working environment;
- appreciates working collaboratively with other colleagues on a variety of different projects;
- brings their creativity and initiative to the table;
- engages constructively with stakeholders, based on our core values: integrity, impartiality, transparency and pragmatism.

ABOUT THE POSITION

Our job vacancy is in the **Policy & Legislative Consultation Unit**. The unit is in charge of:

Advising European institutions on data protection matters, in particular in the context of legislative consultation in accordance with Regulation (EU)2018/1725 which lays down the rules for data protection in the EU institutions (EUDPR). This includes in particular advising the Commission, the European Parliament and the Council on legislative proposals, draft implementing and delegated acts, and international agreements that have an impact on the protection of personal data.

Developing and maintaining expertise related to data protection in various areas of EU law, including AI and digital regulation, as well as judicial and police cooperation in criminal matters, interoperability and large-scale IT systems. We follow related policy developments at national and international level, as well as the relevant case law of the Court of Justice of the EU and the European Court of Human Rights.

Contributing and coordinating the EDPS involvement as a member of the European Data Protection Board (EDPB), in accordance with the General Data Protection Regulation (EU) 2016/679 and the EUDPR. This involves contributing to the drafting of EDPB documents as well as attendance at EDPB plenaries and expert subgroup meetings.

As a Legal and Policy Officer, your main responsibilities will include:

- Following EU policy and legislative developments that may have an impact on the protection of personal data;
- Analysing (draft) EU legislative initiatives and assessing their impact on personal data protection, including compliance with the Charter of Fundamental Rights and interplay with the GDPR, EUDPR and the Law Enforcement Directive 2016/680;
- Drafting and co-drafting opinions, informal and formal comments, guidelines, decisions, reports and other documents;
- Desk research in data protection, digital policy and related areas of EU law, including relevant case law of the Court of Justice and the European Court of Human Rights;
- Taking part in the work of the expert subgroups of the European Data Protection Board, including through attendance at meetings and contributing to the drafting of documents;
- Contributing to the Unit's relations with other EU institutions and bodies; representing the EDPS in external meetings, and, where appropriate, in public events.

You may also be required to carry out additional tasks when necessary and in the interest of the service. These activities may require missions away from Brussels.

OUR ELIGIBILITY AND SELECTION CRITERIA

Eligibility criteria

For your application to be considered, you must meet the following criteria by the deadline for submitting applications¹:

Qualifications and professional experience²:

- a level of education which corresponds to completed university studies of at least three years attested by a diploma.
- Candidates for this Contract Agent position must have passed the EPSO Permanent CAST (at the latest by the end of the recruitment process) and are therefore encouraged to create a corresponding EPSO profile already with their application.

Selection criteria

We are looking for someone with the following skills and experience:

Essential

- At least 3 years of relevant professional experience as a legal officer/lawyer, preferably in the field of data protection;
- Good knowledge of the data protection legislation and relevant case law of the Court of Justice of the EU;
- Good knowledge of the structure and functioning of the European Union and of its institutions, the treaties, and other fields of EU law in relation to the position;
- Very good problem-solving skills and creativity in proposing possible solutions in compliance with the applicable rules;
- Proven capacity for analysis and excellent writing skills;
- Demonstrated resilience in view of high workload periods and the ability to respond quickly and decisively in the case of urgencies;
- Very good organisational and prioritising skills in a very varied workload with demanding deadlines;
- Strong ability to work collaboratively;
- Very good level of written and spoken English, which is the main working language of the EDPS and the EDPB Secretariat.

Advantageous

- Experience in an EU institution, in particular with exposure to external decision-making and legislative processes;
- Proven experience with and knowledge in one or more of the following areas:
 - Justice and Home Affairs;
 - Digital regulation (including in areas such as artificial intelligence, online services, telecommunications, electronic identity, financial matters); and/or

¹ In case you will be offered the job, you must also provide evidence of EU nationality; have completed any compulsory military service; provide appropriate character references (have no criminal record); pass the EU institutions' medical examination; be fluent in one of the EU languages and be able to work in a second EU language.

² Only qualifications awarded by EU Member State authorities or qualifications recognised, as equivalent by the relevant authorities will be taken into consideration. Qualifications/diplomas awarded until 31/12/2020 in the United Kingdom are accepted without further recognition.

- International cooperation (including international cooperation among data protection authorities and/or intergovernmental organisations, preferably in the area of data protection)

HOW TO APPLY?

Interested in this position? Please apply via the following link by **07/04/202XX at 12:00 midday (Brussels time)**: https://ec.europa.eu/eusurvey/runner/Application_form_VN-15-2026-EDPS-PC-CA_Legal_and_Policy_Officer

You will have to **complete the online application form and upload the following documents**:

- Cover letter detailing why you are suitable for this role (PDF format of maximum size of 1MB);
- CV (preferably in Europass format)
- Optional: All supporting documents, such as references, certificates, must be merged into one single PDF document of a maximum size of 1MB.
- Do not hesitate to contact edps-selections@edps.europa.eu in case you have any questions.

OUR SELECTION PROCEDURE

All eligible applications will be scrutinised by a selection panel. Candidates whose applications best match the selection criteria will be invited for an interview during which the selection panel will assess each candidate's performance. In addition, a second interview or written tests may be carried out. At the EDPS we aim for all selection panels to have a gender-balanced composition.

OTHER IMPORTANT INFORMATION

Equal opportunities

- The EDPS is committed to promoting diversity, inclusion, and giving everyone equal opportunities to succeed.
- As such, the EDPS welcomes all applications without discrimination on grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of national minority, property, disability, age, gender identity or sexual orientation.
- If you require any special arrangements (due to a disability) to take part in this selection procedure, please indicate this on your application.

Data protection

A data protection notice detailing how the EDPS processes candidates' personal data in the context of recruitment can be found [here](#).

Join us in shaping a safer digital future!