Vacancy Notice

LEGAL OFFICER

Ref: ESMA/2026/VAC07/AD5

Type of contract	Temporary Agent[1]
Function group and grade	AD5
Duration of contract	5 years, with possibility of extension
Department	Legal and Enforcement Department
Place of employment	Paris, France – office based
Deadline for applications	15/09/2026 (23:59 hrs, Paris local time)
Reserve list valid until	31/12/2027

About ESMA

At the European Securities and Markets Authority (ESMA), we are proud to play a key role in shaping the future of financial markets across Europe. Since our establishment in 2011, we have worked to protect investors and promote stable, transparent, and innovative capital markets.

We are a forward-looking organisation, committed to driving strategic reforms and building the next generation of EU capital markets. Our 2023–2028 strategy puts a strong focus on integration, accessibility, and innovation - with effective capital markets, strong and consistent supervision and investor protection at the heart of our work. We also actively support the Commission's Saving and Investments Union (SIU) Strategy and welcome the European Commission's legislative proposal on market integration and supervision.

If you would like to learn more about who we are and what we do, we invite you to visit our website: www.esma.europa.eu.

Job Purpose

Working at ESMA means contributing to meaningful change across Europe. By joining our team, you will help shape future EU policies and support the stability and integrity of European financial markets, ultimately benefiting millions of citizens.

ESMA is organising a selection procedure for the post of **Legal Officer** within the **Supervision, Investor Protection & Sustainable Finance (SIS) Team** within the **Legal Unit** of the **Legal and Enforcement (LEX) Department.** The aim is to fill a vacant post and to establish a reserve list for both the Legal and Enforcement Units.

[1] According to the Article 2(f) of the Conditions of Employment of Other Servants (CEOS) of the European Union.

The LEX Department is a transversal Department responsible for providing support and expertise to other Departments/Directorate and to senior management, as well as to ESMA's Board of Supervisors and Management Board regarding legal and enforcement matters, ethics, anti-fraud and data protection. It comprises two Units, respectively in charge of:

- providing legal services; and
- enforcement matters.

The Legal (LEG) Unit is tasked with providing sound, outcome-focused legal advice on ESMA's tasks and powers in accordance with its founding regulation and the applicable EU sectoral legislation, including legal advice relating to ESMA's role as a direct supervisor. The Legal Unit is also responsible for assuring legal quality control regarding the drafting of Technical Standards, Guidelines, Recommendations, Opinions as well as other legal acts of ESMA. It contributes to ensuring that ESMA's regulatory and supervisory framework is legally robust, reducing unnecessary complexity and supporting proportionate and effective regulation and supervision. This will be of particular relevance in the preparatory and implementation phase of the Market Integration and Supervision initiative of the Commission, currently under consideration by the co-legislators. The Legal Unit is also tasked with assisting and representing ESMA in legal proceedings and in facilitating the settlement of disagreements between national competent authorities as well as providing legal support in relation to requests for public access to documents.

The Enforcement (ENF) Unit is in charge of conducting independent investigations in the context of enforcement actions against directly supervised firms. It also advises ESMA's Board of Supervisors on all enforcement matters, including before the Board's adoption of an enforcement decision. Additionally, the Unit handles complaints received against alleged breaches of Union law by national securities and markets regulators, which may lead to requests for information and investigations in the context of ESMA's breach of Union law powers. Moreover, the Enforcement Unit is in charge of handling requests for disclosure of ESMA documents in accordance with the professional secrecy rules and conducting enquiries in case of suspected breaches. The Enforcement Unit also coordinates a committee of high-level national enforcers (and its working group), which meets on a regular basis and discusses real enforcement cases, promotes a unified enforcement culture and offers guidance on national enforcement strategies in order to achieve consistent outcomes for similar infringements across the EU.

This opportunity may be for you if you:

- excel at legal analysis and enjoy applying your expertise to complex supervisory, regulatory and enforcement matters;
- communicate clearly and effectively, both orally and in writing;
- demonstrate sound judgement, critical thinking and a pragmatic approach to problem-solving;
- work collaboratively and build constructive relationships with a wide range of stakeholders;
- enjoy managing multiple priorities and coordinating several workstreams simultaneously;
- thrive in an international and culturally diverse environment.

➢ Key duties and responsibilities

The jobholder will be assigned to one or more of the following areas under the supervision of the SIS Team Leader. They will provide to ESMA's senior management and departments sound, outcome-focused legal advice within the remit of the Legal Unit, including in relation to the following subject areas:

- Direct supervision, supporting the effective and consistent exercise of ESMA's supervisory powers in relation to the entities supervised by ESMA, including benchmark administrators, credit rating agencies, data reporting service providers, securitisation repositories, trade repositories, external reviewers of EU green bonds and ESG rating providers;

- Investor protection, including legal issues arising under MiFID/MiFIR and ESMA's product intervention powers;

- Investment management, including legal advice under the AIFMD and the UCITS Directive;

- Sustainable finance, including advising on the legal acts supporting the sustainable investment value chain;

- Other cross-cutting topics of significance to the Legal Unit;

- Conducting legal research and analysis of case-law from the Court of Justice of the EU, in particular in matters related to ESMA's exercise of direct supervisory powers and enforcement action; and

- Contributing to legal proceedings notably before the Board of Appeal and the Court of Justice of the European Union.

More information about ESMA's activities, departments and organisational structure could be found on our website.

Who can Apply

To be considered eligible, by the advertised deadline candidates must:

- hold a university degree of at least three years, confirmed by a diploma;
- be a national of an EU Member State or the EEA (Norway, Liechtenstein, or Iceland);
- enjoy full rights as a citizen;
- have fulfilled any military service obligations required by law;

- have a thorough knowledge[2] of English (C1) as this is the ESMA's working language - and a satisfactory knowledge (B2) of another language[3] of the European Union; and
- be physically fit to carry out the responsibilities of the role.

We welcome applications from professionals with experience acquired in a variety of settings, including law firms, financial institutions, national authorities, EU institutions and agencies, as well as other public and private organisations.

Requirements for the role:

➢ Essential qualifications, experience, skills and knowledge

a) University degree in either law or any other discipline, provided that, in the second case, the candidate holds a legal professional qualification recognised in a Member State or EEA State as qualifying the holder for admission to the legal profession or judicial function (e.g. advocate, barrister, solicitor or Rechtsanwalt);

b) At least one (1) year of relevant professional experience in legal private practice or in the legal function of a public or private entity involving one or more of the following responsibilities:

   (i) providing legal advice on supervisory or investigatory activity (e.g. authorisation or supervision by national competent authorities);

   (ii) providing legal advice on Union law relating to financial services, or national law implementing such Union law;

   (iii) providing legal advice on EU institutional and administrative law, including contributing to litigation before the Court of Justice of the EU;

   (iv) drafting legislation or other legal acts of public bodies;

c) Excellent written and oral English and a clear and concise writing style.

Please provide details, specifying your role, contributions, tools and systems used and level of responsibility. If you held multiple roles with various responsibilities simultaneously, specify the percentage of working time allocated to each role/responsibility – if not specified, experience might not be taken into account.

Only candidates who fully meet all the essential requirements will be considered for the next stage of assessment.

[2] The assessment is done in accordance with the Common European Framework of Reference for Languages (CEFR). Native English speakers will be tested to prove their second language skills.
[3] The official languages of the EU: Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, German, Greek, Hungarian, Irish, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish, and Swedish.

➢ Advantageous Experience, Skills and Knowledge

d) At least two (2) additional years of relevant professional experience beyond the minimum essential requirement of one (1) year under section b), gained in legal private practice or in the legal function of a public or private entity and involving one or more of the responsibilities described in points (i) to (iv) above.
e) Motivation for the advertised position.

Please provide examples, additional details, specifying your role, contributions, tools and systems used and level of responsibility. If you held multiple roles with various responsibilities simultaneously, specify the percentage of working time allocated to each role/responsibility – if not specified, experience might not be taken into account.

➢ Behavioural Competences

f) Strong interpersonal skills and aptitude for teamwork; including the ability to interact smoothly and efficiently with multiple internal and external stakeholders, including at senior level;

g) Adaptability and flexibility, with capacity to work effectively in diverse and dynamic environments and to adjust focus as necessary to meet shifting team or organisational objectives;

h) Problem-solving and sound judgement, applying practical, effective, and efficient approaches to identify, analyse, and resolve complex issues.

i) Strong analytical and critical thinking skills to assess large information sets and identify key issues;

j) Ability to communicate clearly and present complex subjects simply, both orally and in writing.

k) Ability to prioritise, work under pressure and deliver high quality work under tight timelines.

Recruitment Process

We are inviting applications to establish a reserve list with suitable candidates. If you are interested in the role, submit your application via e-Recruitment tool by 23:59:59 CET on the closing date. The selection process includes a written test (which may be conducted by an external provider TestReach) and a panel interview; it may also involve a pre-screening stage.

Want to prepare with confidence? Explore our careers page for more tips and tricks.

All applications will be assessed in line with the requirements outlined in the vacancy notice, therefore please ensure you meet these by the application deadline and that you explain in your application how your qualifications, experience, skills and knowledge match the requirements.

ESMA's recruitment procedures are based on fairness and transparency. The Selection Board conducts its deliberations in confidentiality. We kindly ask to refrain from contacting its members during the process, as any attempt to influence the Board directly or through third parties will lead to disqualification.

What We Offer

Impactful work: Change perspectives and shape the future of Europe's financial markets. Dive in the current dynamic world of the European securities and markets regulator and supervisor.

Multicultural environment: Join engaged professionals from across the EU, working in an inclusive, diverse, motivated and cooperative international setting.

Relocating to Paris made easy:

- **Housing assistance**: Reimbursement of a relocation agent to help you navigate the French real estate market.
- **Language support**: Free French language classes in-house (A1-B2) to ease integration.
- **Schooling**: Your children benefit from priority access, free of charge, to the European School in Paris La Défense, offering a multilingual and multicultural education in line with the European Schools curriculum, from kindergarten to the European Baccalaureate.

Benefits

- **Contract type**: 5-year temporary agent contract with a 9-months probationary period; contract renewal (beyond 5 years) to indefinite duration.
  Successful external candidates will be recruited in the grade and classified in step 1 or 2.

Grade/step	Minimum requirements for classification in step[4] *(required level of university studies + minimum number of years of experience after university graduation)*	Monthly net salary, without expatriation or family allowances (incl. correction coefficient for France)	Monthly net salary, with expatriation and without family allowances (incl. correction coefficient for France)	Monthly net salary, with expatriation and family allowances for one child (incl. correction coefficient for France)
AD5 step 1	3 years university degree	€ 5,320.20	€ 6,411.66	€ 7,709.76
AD5 step 2	3 years university degree + 3 years experience	€ 5,521.43	€ 6,658.76	€ 7,973.10

[4] ESMA Management Board Decision ESMA-2014-MB-14, adopting of general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement - Commission decision (C(2013) 8970 of 16/12/2013).

- **Competitive salary**: Remuneration is exempted from national taxes on income in all EU member states. However, a tax deduction will contribute to the general EU budget. Salaries are also impacted by a weighting factor to consider the cost of living in Paris (currently 113.6%). Pay rates and correction coefficients are adjusted each year.

- **Additional benefits (based on individual family situation and place of origin):** expatriation allowance (16% of the basic salary), household allowance, dependent child allowance, education allowance, pre-school allowance, installation allowance, reimbursement of removal costs, initial temporary daily subsistence allowance, and other benefits. Read more on other benefits, like medical insurance and financial support on ESMA's career webpage.

Interagency mobility: If the successful candidate is already a member of temporary staff 2(f) in the relevant function group, they may be offered the opportunity of contract continuity, provided the necessary conditions are fulfilled.

Equality and diversity

ESMA is an equal opportunity employer and welcomes applications from all qualified candidates, regardless of age, gender, background, religion, disability, or sexual orientation. To support our commitment to gender balance, we particularly encourage applications from women in roles where they are under-represented. If you require any specific arrangements during the selection process due to a disability, please indicate this in your application and our HR team will ensure appropriate support. For further information please consult ESMA's Diversity, Equity and Inclusion Strategy.

More information on ethics obligations, data protection statement, Privacy Statement on Recruitment Procedures, Candidate guidelines and appeal procedure.