



## Seconded National Experts (multiple profiles)

REF.: ESMA/2025/VAC10/SNE

Type of contract	Seconded National Expert (SNE) <sup>1</sup>
Duration of contract	Flexible: starting from 6 months up to 4 years
Place of employment	Paris, France (office based); or The place of recruitment (on-remote)
Publication date	19 December 2025
Deadline for applications	30/11/2026
Starting date of the secondment	Flexible, in the course of 2026
Available positions	Please consult <a href="#">this document</a>

### 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, advancing sustainable finance, and building the next generation of EU capital markets. Our [2023–2028 strategy](#) puts a strong focus on integration, accessibility, and innovation - with ESG and digital transformation 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](#). The package represents a major step towards deeper and more efficient EU capital markets.

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](http://www.esma.europa.eu).

### Job Purpose

We are looking for talented and motivated professionals to join us as Seconded National Experts (SNEs). This call aims to create a pool of experts for current and future assignments across a wide range of profiles and workstreams and aims to foster strong relationships between ESMA and competent National Authorities and other relevant authorities.

<sup>1</sup> On the basis of the ESMA Management Board decision on secondment of national experts – [ESMA/2014/MB/67](#) (hereafter: the SNE decision).

The list of **available and prioritised profiles** is published [here](#) and updated regularly. Please **ensure to indicate the Department(s) or workstream(s) you are interested in.**

You can find more detailed information about each [Departments' activities](#) and the [organigramme](#).

## Who can Apply

By the application deadline, you have to:

- **Be employed** by a public administration/institution:
  - A member of the European System of Financial Supervision (ESFS)<sup>2</sup> (which includes national competent authorities that are part of ESMA, EIOPA and EBA);
  - An independent university or research organisation (non-profit);
  - Another public sector administration (e.g. international organizations, government administrations, courts, central banks, local authorities etc.).
- **Have worked** for your employer for **at least 12 months** before the secondment and **remain employed** there throughout the period of secondment.

## Requirements for the role

Each position includes specific requirements in its job description. These will be used to assess your application during the selection process. In general, you should:

- Bring relevant knowledge or work experience in one or more areas of ESMA' scope or support functions;
- Have good communication skills;
- Have a good command of English<sup>3</sup>; and
- Show strong motivation to join ESMA

## Recruitment Process

To apply for this exciting opportunity, please submit your application through e-Recruitment tool. Make sure to complete all sections of the application in English.

If your profile meets the eligibility criteria, your CV will remain in our database and will be considered for future matching positions.

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<sup>2</sup> As specified in Article 2 of Regulation (EU) no 1095/2010 establishing the European Securities and Markets Authority <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2010:331:0084:0119:EN:PDF>

<sup>3</sup> At least B2 level, as in line with the Common European Framework of Reference for Languages. <http://europass.cedefop.europa.eu/en/resources/european-language-levels-cefr>

English: working language of ESMA.


When a position becomes available in a specific department, hiring managers review eligible CVs and may contact selected candidates for an informal exchange. If your profile is a good match, we then seek pre-authorisation from the your current employer.


Please note that due to the ongoing nature of this process, **we do not provide regular updates** on individual applications.

Candidates who were not selected after an interview remain in the pool of interested candidates for future secondment opportunities.

For more details about the application process, please visit our [Candidates Guidelines](#).


## **What We Offer:**


 **Impactful work:** Reshape perspectives. Bring your knowledge of the national context and immerse yourself in the dynamic world of the European Securities Markets Regulator. Your secondment is a two-way exchange, enriching both ESMA and your home authority, fostering collaboration and mutual growth.

 **Multicultural environment:** Work alongside professionals from across the EU, gain new skills, and broaden your perspective in an inclusive, international setting.

### **Relocating to Paris made easy:**

- **House 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.

 **Remote opportunities:** Personal ties or relocation challenges? We offer remote secondments, full IT equipment and welcome package will be provided.

 **Flexible Secondment Duration:** Accommodate **your needs and those of the sending authority. We can offer flexible secondment durations**, based on a project or starting from **6 months and part-time collaborations** for remote secondments.

### **Benefits**

- **Daily and a monthly allowance for onsite secondments:** those are granted to non French nationals who did not live in France in the last 6 years or to French nationals who lived outside of France in the last 10 years.
  - **Daily allowance** including a correction coefficient for France: 180.65 € per calendar day.
  - **Monthly allowance**, based on the distance between the place of origin/of recruitment and the place of secondment (Paris).

Distance between the place of origin/of recruitment and Paris in km	Amount in € including the correction coefficient for France (113.6%)
0-150	0
>150	131.90 €
>300	234.49 €
>500	381.09 €
>800	615.61 €
>1300	967.38 €
>2000	1157.96 €

The allowances are intended to cover the SNE's living expenses in the place of secondment on a flat-rate basis and shall in no circumstances be considered as remuneration paid by ESMA.

- **Travel reimbursement** at the start and the end of the secondment.
- **Extensive training and development opportunities** and contribution to the staff's expenses for the purchase of IT and home office equipment.

For more information on benefits and working conditions please consult the [Decision of the Management Board on Secondment of National Experts](#).

## Sending authority's obligations

During the secondment, the Seconded National Expert's (SNE) remains an employee of the sending administration which shall continue to be responsible for his/her salary and social rights, particularly social security and pension. The SNE shall maintain his/her administrative status throughout the period of secondment and his/her administration shall inform ESMA of any change in the SNE's situation in this regard.

## 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](#).

For further information on the SNE's conditions, please consult the Careers website of ESMA [www.esma.europa.eu/about-esma/careers](http://www.esma.europa.eu/about-esma/careers) or contact [vacancies@esma.europa.eu](mailto:vacancies@esma.europa.eu)