

Vacancy Notice

DISTRIBUTED LEDGER TECHNOLOGY (DLT) POLICY & CONVERGENCE OFFICER

Ref: **ESMA/2026/VAC04/AD5**

Type of contract	Temporary Agent ¹
Function group and grade	AD5
Duration of contract	5 years, with possibility of extension
Department	Market & Digital Innovation (MDI) / Digital Finance
Place of employment	Paris, France – office based
Deadline for applications	08/06/2026 (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 **Distributed Ledger Technology (DLT) Policy & Convergence Officer** to fill in a vacant post and to constitute a reserve list of suitable candidates.

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

The Market & Digital Innovation (MDI) Department plays a key role in delivering one of ESMA's strategic objectives and notably in **facilitating the use of new technologies while ensuring the regulatory framework remains fit for purpose.**

The achievement of this objective is done through:

- ensuring that ESMA delivers on its Digital Finance mandates and, more generally, develops effective policies and promotes their consistent application in the EU;
- understanding the impact of new technologies on financial markets (AI, DLT, quantum computing) and ensuring the regulatory and supervisory framework adequately takes those into account, and
- ensuring cross-ESMA coordination on digital finance and innovation topics.

The successful candidate will be assigned to the Digital Finance and Innovation (DFI) Unit within the MDI Department.

This profile is suitable if you:

- are a problem solver and have critical, analytical thinking skills;
- have excellent written and oral communication skills;
- are a good team player;
- like to coordinate and work on several workstreams in parallel;
- thrive in a culturally diverse work environment;
- are interested in supervision at EU level, and the international context.

➤ **Key duties and responsibilities**

Depending on the candidate's profile, the jobholder in the DFI Unit may participate in the following activities:

- providing technical expertise to strengthen ESMA's actions and policy and supervisory convergence work in relation to digital finance and innovation;
- contributing to ESMA's work on drafting technical advice, technical standards, opinions and guidelines and recommendations under the existing or upcoming regulations and directives on digital finance and innovation (MiCA², DLT³ Pilot Regime, etc.);
- supporting the work of the relevant ESMA Standing Committees and, notably, the Digital Finance Standing Committee;
- contributing to ESMA's work in promoting the consistent application of relevant Regulations by National Competent Authorities and, more generally, convergent supervisory practice in the EU;

² MiCA – Markets in Crypto-Assets.

³ DLT – Distributed ledger technology.

- preparing briefings for senior management in relation to digital finance and innovation topics; and
- presenting and promoting ESMA work on digital finance and innovation in the relevant external fora and engaging with market participants.

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 knowledge⁴ of English (C1) as this is the ESMA's working language - and a satisfactory knowledge (B2) of another language⁵ of the European Union; and
- be physically fit to carry out the responsibilities of the role.

Requirements for the role:

➤ Essential qualifications, experience, skills and knowledge

- a) University degree in the field of economics, finance, law or any other discipline relevant to the profile and job description above;
- b) At least one (1) year of work experience⁶ directly related to one or more area(s):
 - DLT focused market infrastructures, intermediaries or other relevant market participants;
 - crypto-asset issuers or crypto-asset service providers;
 - projects related to the development, integration or adoption of tokenisation in financial markets.
- c) Excellent written and oral English and clear and concise writing style⁷.

Please provide details, specifying your role, contributions, tools used and level of responsibility.

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

⁴ 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.

⁵ 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.

⁶ Experience must be acquired after the minimum education, as required.

⁷ At least at B2 level <https://europass.cedefop.europa.eu/resources/european-language-levels-cefr>, as evidenced in the CV/motivation. English is the internal working language of ESMA, as decided by ESMA Management Board with the decision ESMA/2011/MB/3 of 11/01/2011. This decision implements Article 73 (2) of the ESMA [Regulation \(EU\) No 1095/2010](#) establishing ESMA.

➤ **Advantageous Skills and Knowledge**

- d) More than three years of experience in the controls or operations of the issuance, trading, settlement and/or custody of native crypto-assets and/or tokenised financial instruments, or in the operational connection between the DLT ecosystem and traditional finance;
- e) Knowledge of the EU regulatory and/or supervisory framework related to the areas covered under the EU Digital Finance Package;
- f) Experience in working on transversal projects, preferably in a coordination role (please give specific examples in your application);
- g) Motivation for the advertised position.

Please provide details, specifying your role, contributions, tools used and level of responsibility.

➤ **Behavioural Competences**

- h) 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;
- i) 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;
- j) Problem-solving and sound judgement, applying practical, effective, and efficient approaches to identify, analyse, and resolve complex issues.
- k) Strong analytical and critical thinking skills to assess large information sets and identify key issues, including compliance related risks and challenges;
- l) Ability to communicate clearly and present complex subjects simply, both orally and in writing.

 **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.

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 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 Bacculaureate.

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 ⁸ (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

- **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

⁸ [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).





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](#).