

Supervision Officer (ESG Ratings)

REF.: ESMA/2025/VAC08/AD5

Type of contract	Temporary Agent ¹
Function group and grade	AD5
Duration of contract	5 years or shorter (related to a project activity), with possibility of extension; Envisaged start date: in the course of 2026.
Department	Conduct Supervision and Convergence Department
Place of employment	Paris, France – office based
Deadline for applications	04/12/2025 (23:59 hrs, Paris local time)
Reserve list valid until	31/12/2026

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](#).

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 making a meaningful impact across Europe. By joining our team, you will help shape future EU policies and contribute to the stability and integrity of European financial markets, positively affecting the lives of millions of citizens.

Based at our headquarters in Paris, we are looking for dedicated professionals to support key supervisory activities under both current and future mandates, including ESG Rating providers, EU Green Bond external reviewers, and Consolidated Tape Providers. As an experienced professional, you will contribute to critical areas such as governance, internal controls, operational risk, models and methodologies, information technology, information security and supervisory analytics.

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

You will be part of the [Conduct Supervision and Convergence \(CSC\) Department](#), which leads policy and direct supervision of entities such as credit rating agencies (CRAs), trade repositories (TRs) for EMIR and SFTR, securitisation repositories (SRs), as well as certain data reporting service providers (DRSPs) and critical benchmark administrators (including the certification of non-EU CRAs and the recognition of third-country benchmark administrators). The department is expanding its scope in 2026 with direct supervision of Consolidated Tape Providers, External Reviewers of European Green Bonds and in 2027 with ESG rating providers (ESGRP).

This is a unique opportunity to work at the forefront of supervision, contribute to the development of sustainable finance, and help shape the future of EU capital markets. We look forward to welcoming motivated experts who are ready to make an impact.

➤ **Key responsibilities with a focus on ESG rating providers**

- Participate in registration assessment and monitoring of registered entities to ensure their compliance with regulatory requirements;
- Develop supervisory work programs based on ESMA's outcome-focused approach.
- Identify supervisory risk and relevant prioritization in light of ESMA's risk-based and data-driven supervisory framework;
- Participate in thematic and individual investigations, perform on-site visits of supervised entities and define appropriate remediations where relevant;
- Identify, draft and refer potential sanctioning cases to ESMA's independent investigating officer;
- Monitor and enforce the scope of applicable regulations;
- Through stakeholder engagement and supervisory analysis, identify areas that require further clarity and formulate clear guidance to the market.

Who can Apply

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 strong command of English (our working language), and at least B2 level in another EU language;
- be physically fit to carry out the responsibilities of the role.

Requirements for the role:

➤ **Essential Skills and Knowledge**

- a) University degree in a field of economics, finance, law or sustainability (incl. environmental, social, and governance topics) or any other area relevant to the job description above;
- b) At least one (1) year of work experience in at least one of the sustainable-finance related areas such as rating, scoring, risk-assessment, consulting, research, asset management, audit, reporting, policy making and/or supervision;
- c) Excellent written and verbal English skills, with a clear, concise, and structured writing style.

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.

➤ **Advantageous Skills and Knowledge**

- d) Good knowledge and experience in:
 - designing and/or implementing sustainable finance related regulatory frameworks (e.g. CSRD, SFDR etc); or
 - ESG methodologies and their application;
- e) Additional qualifications/certifications in the area of Sustainable Finance;
- f) Motivation for the advertised position.

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

➤ **Behavioural Competences (supplementary requirements)**

- g) Strong analytical and critical thinking skills to assess large information sets and identify key issues, including compliance related risks and challenges;
- h) 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;
- i) Problem-solving and sound judgement, applying practical, effective, and efficient approaches to identify, analyse, and resolve complex issues.

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 the [e-Recruitment](#) tool by 23:59:59 CET on the closing date. The selection process includes a written test and a panel interview, and 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.

To uphold fairness and transparency, the Selection Board conducts its work 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:

- **Contract type:** 5-year temporary agent contract with a 9-months probationary period, renewable 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 ² <i>(required level of university studies + minimum number of years of experience after university graduation)</i>	Monthly net salary, without expatriation or family allowances (incl. correction coefficient for France)	Monthly net salary, with expatriation and 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

- **Salary adjustment:** includes correction coefficient for France (currently 114.2%).
- **Taxation:** salaries are subject to Union tax and exempt from national tax.
- **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.

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](#).

Mobility frameworks for temporary agents 2f, grade range AD5-AD6, already working for other EU Agencies apply. Please refer to the following links for more information on [ethics obligations](#), [data protection statement](#), [appeal procedure](#), [Privacy Statement on Recruitment Procedures](#).

² [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).