



Working at ELA

An overview of the different types of contracts at the European Labour Authority

At the European Labour Authority (ELA), our people are at the heart of our mission. We are committed to fostering a diverse, inclusive and multicultural working environment, bringing together professionals with a broad range of backgrounds, expertise and experience across both operational and horizontal functions, including labour mobility, inspections, legal affairs, human resources, finance, communication, information technology and administration.

To support its mandate and evolving business needs, ELA offers different types of employment opportunities under various contractual arrangements. This document provides an overview of the contract types available at the Authority and their main characteristics, helping prospective applicants better understand the opportunities to join ELA. For detailed information on the eligibility requirements applicable to the different contract types and grades, please refer to the [Eligibility Criteria Grid](#).

Temporary Agents

Temporary agents are recruited through external selection procedures. They can be classified as Administrators (AD), Assistants (AST) and Secretaries and Clerks (AST/SC).

- Administrators' function group (AD) comprises twelve grades from AD 5 to AD 16 corresponding to managerial, conceptual and analytical as well as to linguistic and scientific duties;
- Assistants' function group (AST) comprises eleven grades from AST 1 to AST 11 corresponding to executive and technical duties;
- Secretaries and clerks' function group (AST/SC) comprises six grades from AST/SC1 to AST/SC6, corresponding to clerical and secretarial duties.

They are offered a contract of five years, subject to a probation period of nine months. The contract may be renewed for a further period of five years. After the second period, the contract may be renewed for an indefinite period.

- **Legal basis:** [Conditions of employment for Temporary Agent \(TA\), Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Communities \(CEOS\)](#).

Contract Agents

Contract agents are recruited through external selection procedures or from the EPSO (European Personnel Selection Officer) CAST Permanent database. If you would be interested in a position, please register in the CAST permanent for the profile of your choice. Please refer to the EPSO webpage for more information.

Contract agent contracts are classified into four function groups, according to the duties and responsibilities involved:

- Function group I corresponds to administrative support service tasks.
- Function group II corresponds to secretarial tasks and office management tasks.
- Function group III corresponds to executive, drafting and accountancy and tasks.
- Function group IV corresponds to administrative, advisory, and linguistic tasks.

They are offered a contract of five years, subject to a probation period of nine months. The contract may be renewed for a further period of five years. After the second period, the contract may be renewed for an indefinite period.

In the interest of the service, a different duration of contract can be offered. For example, ELA can launch a vacancy notice for a short-term and fixed period.

► **Legal basis:** [Conditions of employment for Contract Agent \(CA\), Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Communities \(CEOS\).](#)

Seconded National Experts

Seconded National Experts (SNEs) are staff employed by a national, regional or local public administration or an Intergovernmental Organisation (IGO), or an independent university or research organisation that does not seek to make profit for redistribution or is in fact part of the public sector, who are seconded to ELA so that the Agency can benefit from their high level of professional knowledge and experience.

The initial period of secondment may not be less than two years. It may be renewed up to a total period not exceeding eight years.

SNEs are recruited through an external selection procedure or via agreement between ELA and the employer.

The SNEs' employer shall thus undertake to continue to pay their salary, to maintain their administrative status (permanent official or contract staff member) throughout the period of secondment and to inform the Authority of any change in the SNE's situation in this regard. The SNEs' employer shall also continue to be responsible for all their social rights, particularly their social security insurability and pension rights.

Throughout the period of secondment at ELA, SNEs shall be entitled to daily allowance and monthly allowance, based on the distance between the place of origin/of recruitment and the place of secondment (Bratislava) equal to the amount established by the European Commission each year.

As from 1 January 2026, the allowances are as follows:

Daily subsistence allowance

180.65 euros per day

Distance between place of origin and place of secondment (km)	Amount in €
0-150	0 €
>150	111,40 €
>300	198,03 €
>500	321,84 €
>800	519,88 €
>1300	816,96 €
>2000	977,90 €

In addition to the allowances, SNEs may be entitled to reimbursement of the education fees, depending on their particular situation, to selected educational institutions.

► **Legal Basis:** [Decision on Seconded National Experts](#)

National Liaison Experts

Each Member State designates one National Liaison Officer (NLO) to work as a seconded national expert at ELA.

Together with other staff, National Liaison Officers working within the Authority should support Member States' compliance with cooperation obligations, speed up exchanges between them through procedures dedicated to reducing delays, and ensure links with other national liaison offices, bodies, and contact points established under Union law.

► **Legal Basis:** [Decision on Seconded National Experts](#)

Trainees

ELA's traineeship programme is an opportunity for enthusiastic university graduates to acquire practical experience and knowledge of the day-to-day work of our Units. It lasts 6 months (with possibility of extension up to 1 year) and is based in our office in Bratislava.

Trainees are awarded a monthly allowance of 25% of the basic remuneration of a temporary agent at grade AD 5/1. Currently, trainees receive an allowance of 1,538.16 EUR/month.

The call is published every year, typically opening in late spring with the intake scheduled for early autumn

► **Legal basis:** [ELA Traineeship rules](#)

Interim staff

Interim staff at ELA are engaged via external contractors under framework service contracts established in accordance with applicable EU procurement rules. The employment relationship is concluded between the interim worker and the contractor, which acts as employer and is responsible for remuneration and working conditions.

Interim staff are assigned to ELA on a temporary basis to support operational activities, complementing the Authority's statutory staff.

If you are interested in this type of opportunity, we recommend consulting our [service provider](#).

For further information on contract types, please contact recruitment@ela.europa.eu

