

Traineeship Opportunity at ESMA


Governance, Legal, Supervision and Policy profile:


Location:	Paris, France
Duration:	6 - 12 months
Monthly grant:	€2047.46 for graduate traineeships, €1364.97 for undergraduate traineeships
Application deadline:	30/11/2025
Starting date of the traineeship:	in the course of 2026


About us

[The European Securities and Markets Authority \(ESMA\)](#) is an independent EU Authority that works to enhance investor protection and promote stable and orderly financial markets. We are committed to ensuring the integrity, transparency, efficiency, and orderly functioning of securities markets, as well as enhancing investor protection.


Why choose ESMA?


 **Hands-On Experience:** As a trainee at ESMA, you will have the opportunity to contribute to real projects and gain valuable professional experience. You will work alongside experienced professionals and be involved in meaningful tasks that will help you develop your skills and knowledge.

 **Multicultural Environment:** ESMA is a diverse and inclusive workplace that values the contributions of individuals from different backgrounds. You will have the chance to work in a multicultural environment, collaborate with colleagues from various EU countries, and gain a broader perspective on the financial markets. Our trainees form a strong community and explore [the “city of light” together](#).

 **Career Growth:** This traineeship is an excellent opportunity to enhance your skills and build your career in the financial sector. You will receive guidance and support from your supervisors, and you will have access to training and development opportunities that will help you grow professionally.

Who we are looking for:

 **Eligibility:** We are looking for EU/EEA nationals who have a good level of English. You should be a graduate or undergraduate student in fields such as legal, business administration, public administration, economics, finance, or other related disciplines.

 **Skills:** We are seeking candidates with a degree in legal, business administration, economics, finance, or a similar field, good drafting skills in English, knowledge of Microsoft applications (Excel, Word, PowerPoint, Teams), strong organisational and communication skills, and a teamwork aptitude and initiative

Main duties:

Depending on the specific domain you will be involved in a variety of tasks, such as:

Support governance activities:

- organisation and support to governance bodies and decision-making processes;
- planning and reporting processes;
- international and inter-institutional cooperation and stakeholder management

Support legal activities:

- conducting legal analysis of files and dealing with (legal) requests;
- interaction with internal and external stakeholders on legal questions;
- research and analyse legal sources such as EU regulations, legislations, legal articles, treaties.

Support supervision activities:

- supervisory risk-analysis;
- development of supervisory work programmes;
- coordination tasks with other competent authorities in the context of the supervision of CRAs, CCPs, EMIR data reporting and data quality initiatives;
- assessing applications for registration;
- thematic and individual investigations into registered firms;
- supervisory convergence initiatives, the organisation of trainings for National Competent Authorities.

Support policy activities:

- support the tasks of the Standing Committees, groups and sub groups responsible for conducting or preparing ESMA's work in each policy area;
- contribute to drafting, including formatting technical advice, technical standards and guidelines and recommendations under the relevant regulations and directives;
- desk-based research, preparing summaries of policy related reports;

- analyse and summarise feedback from stakeholders, for example in the context of open public consultations.

How to apply

To apply for this exciting opportunity, please submit your application through ESMA's e-Recruitment tool. Make sure to complete all sections of the application in English. For more details about the application process and the traineeship programme, please visit our [career page](#)

Diversity and inclusion

At ESMA, we value diversity and strive to create an inclusive workplace. We encourage applications from all qualified candidates, regardless of age, gender, ethnicity, or disability. We are committed to providing equal opportunities and fostering a supportive and respectful work environment.

Traineeship policy

For more information on ESMA's traineeship we invite you to check out our policy: https://www.esma.europa.eu/sites/default/files/esma64-77-335_esma_traineeship_policy.pdf

Traineeship Opportunity at ESMA


Data, Economics and IT profile


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Who we are looking for:

 **Eligibility:** We are looking for EU/EEA nationals who have a good level of English. You should be a graduate or undergraduate student in fields such as economics, finance, data, information technology, or other related disciplines.

 **Skills:** We are seeking candidates with strong drafting skills in English and a solid knowledge of data analysis, collection, modelling, or management. They should also have experience with tools like R, Python, SQL, Databricks, and Spark, as well as proficiency in Microsoft applications such as Excel, Word, PowerPoint, and Teams

Main duties:

Depending on the specific domain you will be involved in a variety of tasks, such as:

Supporting data activities:

- designing, implementing, and assessing financial market reports.
- designing databases and data governance.
- assisting in monitoring activities and data analytics.
- developing business intelligence reports and statistical analyses.
- conducting impact assessments and cost-benefit analyses.
- contributing to documentation on data management and statistical analyses.
- preparing internal and external briefings and presentations.
- gathering, cleaning, and mining large datasets using traditional and data science methods.
- publishing and updating relevant dataset

Supporting IT activities:

- understanding the impact of new technologies on financial markets;
- managing data and information throughout its whole lifecycle;
- timely publication and updates of relevant datasets;
- design and implementation of IT system and databases, and data governance;
- project management office activities.

Supporting economics activities:

- analysis of the financial markets trends and risks;
- provision of quantitative and qualitative analyses of financial market risks and developments through internal analyses, briefings, publications or contributions to speeches, presentations and other publications;
- developing ESMA's internal market intelligence by monitoring market developments, news, research and studies on a daily basis, and organising regular meetings and seminars with academics and/or market participants;
- research and analyses carried out by senior economists on topics related to shadow banking, investment funds or financial market infrastructures.

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Traineeship Opportunity at ESMA

Support Functions Profile:


- HR
- Communications
- Finance and Procurement
- Corporate Services/Facility Management
- ICT


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Who We're Looking For:

 **Eligibility:** We are looking for EU/EEA nationals who have a good level of English. You should be a graduate or undergraduate student in fields such as Business Administration, Economics, Finance, HR/Psychology, IT, other (please specify), or other related disciplines.

 **Skills:** We are seeking candidates with strong organisational, communication, and teamwork abilities. You should be proactive, motivated, and eager to learn

Main duties:

Depending on the specific domain you will be involved in the support of a variety of tasks, such as:

- media-related administrative support, including the organisation of conferences and internal or external events;
- management of the Authority's Intranet and internet sites or other Communication related activities;
- administrative/budget issues, including preparation of and follow-up of financial transactions or other Finance and Procurement related activities;
- managing e-mail accounts, Outlook calendars/agendas, travel arrangements or give administrative support to the Departments' secretariats;
- organisation of meetings;
- organisation of recruitment procedures, learning and development initiatives or other HR related activities;
- IT related activities, such as PMO (Project Management Office) tasks, IT projects' or IT operations related tasks (development, testing, system operations and administration);
- data management activities, such as data cleansing and analysis;
- support to governance and corporate planning processes

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