



## Vacancy Notice

The European Chemicals Agency (ECHA) is launching this call for expressions of interest in order to establish a reserve list for the following temporary agent profile:

<b>Reference number</b>	ECHA/TA/2025/01
<b>Job Title</b>	Scientific Officer - Toxicology
<b>Function Group/Grade</b>	Temporary Agent, AD 6 (see the <a href="#">Guide for Applicants</a> for more information)
<b>Location</b>	Helsinki, Finland
<b>Publication Date</b>	17 March 2025
<b>Deadline for Applications</b>	15 April 2025, at noon, 12:00 Helsinki time (11:00 CET)
<b>Indicative number of candidates on the reserve list</b>	15

### 1. Who we are

The [European Chemicals Agency \(ECHA\)](#) is a multicultural and multidisciplinary organisation of about 600 professionals from 28 countries. Our everyday work is shaped by our values of integrity, transparency, collaboration and innovation. ECHA is one of [Finland's most inspiring workplaces](#), based on our staff survey results. We empower our people to develop together and facilitate high performance, engagement and flexibility.

Our purpose is to protect health and the environment through our work for chemical safety, by means of science, collaboration and knowledge. We implement EU chemicals laws and policy through technical, scientific, and administrative tasks and provide independent, high-quality scientific opinions and decisions to serve as the basis for EU measures on chemical safety. We collaborate with EU institutions, EU countries' authorities and other bodies, and support companies in fulfilling their duties under chemical legislation, and we make relevant, reliable and objective information available to our stakeholders.

ECHA welcomes job applications from qualified professionals all over the European Union and the European Economic Area. We are [committed to diversity and inclusion](#), aiming to secure equal opportunities at every step of the career, including selections and recruitment. Candidates who are judged to be the most suitable, based on the assessment in the selection process, will be placed on the reserve list, from which they may be recruited.

## 2. Is this job for you?

Are you looking for an inspiring opportunity to work in a leading organisation at the EU and international level, and contribute to protecting the environment and human health?

We are looking for Scientific Officers with a human health toxicology profile. In addition to the work related to the REACH, CLP and BPR regulations, Scientific Officers may also work on the implementation of the new tasks recently taken over by ECHA, such as the [Drinking Water Directives](#) (DWD) and [Batteries Regulation](#). In addition, ECHA is likely to take on new tasks under several amended Directives and Regulations, e.g. the Water Framework, Environmental Quality Standards, and Groundwater Directives, the Industrial Emissions Directive, the End-of-Life Vehicles (ELV) Directive, the Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS) Directive and the Toys Safety Regulation, which will also need such expertise.

The ideal candidate is a highly motivated and experienced professional who has knowledge on how the OECD/EU tests are performed and is able to interpret and use them in a regulatory context (e.g. checking compliance with information requirements, assessment of hazards against classification criteria and generally performing or evaluating human health hazard or risk assessments), focusing on key elements and identifying inconsistencies, limitations and uncertainties.

## 3. Key responsibilities

Scientific Officers in the Agency work in one of the work areas covering scientific issues relating to the Evaluation, Authorisation, Restriction processes (REACH Regulation), the Biocidal Products Regulation (BPR), the Classification, Labelling, and Packaging (CLP) Regulation and the new tasks (e.g. water protection tasks). The Scientific Officer will work in multidisciplinary teams including scientists, lawyers and administrative colleagues evaluating and developing scientific and technical information on different areas of toxicology, ecotoxicology, PBT and PMT assessment, exposure assessment, and risk assessment of chemical substances to human health and the environment.

Depending on organisational needs as well as the candidate's background and interest, s/he will be responsible for some of the following tasks:

- Evaluating registration dossiers (i.e., experimental studies and adaptations) against the information requirements in the REACH Regulation, examining testing proposals, preparing the corresponding draft decisions, and responding to comments received on draft decisions;
- Application of methodologies alternative to animal testing, such as read-across, QSAR and grouping for the purpose of regulatory risk assessment;
- Assessing and providing expert opinions on toxicology, the relevance and reliability of experimental studies, assessing and evaluating relevance and conclusions made in the toxicological effect, exposure and risk characterisation;
- Assessing the toxicological hazard profile of chemical substances in relation to classification and labelling obligations (in particular reprotoxic, mutagenic, and endocrine disruptors' criteria);
- Preparing and/or supporting the development of the Agency's decisions and opinions;

- Preparing, managing, and follow-up of the meetings of ECHA's Committees, relevant working groups, and expert groups, including support to their Chairs, rapporteurs, and dossier submitters;
- Assessing reports prepared by the Member States competent authorities responsible for CLP and BPR.
- Working on the implementation of ECHA's new tasks.

## 4. Eligibility criteria

The selection procedure is open to applicants who satisfy the following eligibility criteria, on the closing date for application:

### a. General requirements

The applicant must:

- Be a national of a Member State of the European Union, or a national of the European Economic Area (Iceland, Liechtenstein, Norway)<sup>1</sup>;
- Enjoy the full rights as a citizen;
- Have fulfilled any obligations imposed by the laws concerning military service;
- Produce the appropriate character references as to the suitability for the performance of the duties<sup>2</sup>;
- Be physically fit to perform the duties<sup>3</sup>;
- Have a thorough knowledge of one of the official languages of the European Union<sup>4</sup> and a satisfactory knowledge of another such language to the extent necessary to perform your duties;
- Be able to communicate well in English as this is the working language of ECHA;
- Be below the age at which staff of the EU is automatically retired, i.e. currently on the last day of the month in which he/she reaches the age of 66<sup>5</sup>.

### b. Qualifications

Successful completion of a full course of university studies attested by a degree, where the normal duration of university education is three (3) years or more.

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<sup>1</sup> The Member States of the European Union are: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

<sup>2</sup> Before appointment, successful applicants will be required to produce an official document indicating that they do not have a criminal record.

<sup>3</sup> Before appointment, successful applicants will be required to undergo a medical examination to ensure that they fulfil the requirements of Articles 12, 2 (d) of the Conditions of Employment of Other Servants of the European Union.

<sup>4</sup> The languages of the EU are: Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, Irish, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovene, Spanish, Swedish.

<sup>5</sup> See Article 47(a) of the Conditions of Employment of Other Servants of the European Union.

**Only qualifications issued by EU Member State authorities or EEA authorities and qualifications recognized as equivalent by the relevant EU or EEA Member State authorities will be accepted.**

### **c. Professional experience**

To qualify for this profile, you must have at the closing date for applications a total professional experience<sup>6</sup> of at least 3 (three) years acquired after achieving the minimum requirements stated out in section 4.b of this vacancy notice.

Of your total professional experience, at least 1 (one) year must be in a field, or fields, relevant<sup>7</sup> to the areas of work mentioned in section 3.

## **5. Selection criteria**

If you meet the eligibility criteria set out in section 4, you will be assessed on the basis of the following selection criteria. The candidates who are judged to be the most suitable on the basis of the selection criteria will be invited to a (remote) written test and/or interview. The selection committee will decide whether succeeding in the written test is a prerequisite to be invited to the interview.

- **Your academic and professional qualifications** and their relevance to the main areas of work listed in section 3;

Your university degree must be in toxicological sciences.

Preference will be given to qualifications obtained in or covering the following fields:

- Toxicology;
  - Pharmacology;
  - Biomedical sciences, covering human health risk assessment of chemical substances (e.g. industrial chemicals, pesticides, biocides).
- **Your professional experience:** Preference will be given to candidates having experience in functions similar to those outlined in section 3. The Selection Committee will assess the range of fields covered, the type and level of work done and its relevance to the areas of work listed in section 3.

The following will be considered as **assets**:

- Practical experience in conducting experimental studies relevant to toxicology and/or risk assessment;
- Experience in conducting risk, exposure or hazard assessment of chemicals at national or European level;

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<sup>6</sup> Only relevant professional experience acquired after achieving the minimum qualification stated in 4.b. shall be considered. Where additional periods of training and study are accompanied by periods of professional activity, only the latter shall be considered as professional experience. Compulsory military service or equivalent civilian service accomplished after the achieving the minimum qualification stated in 4.b. shall be taken into consideration. Professional activities pursued part-time shall be calculated pro rata, on the basis of the percentage of full-time hours worked. A given period may be counted only once.

<sup>7</sup> Relevant experience should be described in your application.

- Experience with either preparing regulatory dossiers for industry (e.g. REACH, CLP, BPR, POP) or industry support documents such as technical manuals, support and advice material relevant for regulatory purposes (in relation to chemical management systems);
- Development of models (and related IT tools) or tests for predicting toxicological hazards and risks;
- Work experience gained in a similar multicultural environment. Preference will be given to work experience abroad.

Your academic and professional qualifications, professional experience and knowledge and experience considered as an asset **must be described as precisely as possible in your application.**

## 6. Interview and written test

If selected for interview and/or written test, you will be assessed on the basis of the following criteria:

### 6.1 Specific knowledge related to the post:

- Knowledge and understanding in your areas of experience that are most relevant to the tasks set out in section 3;
- Knowledge in REACH, CLP or Biocides legislations or alternatively, a strong knowledge of another related legislation.

### 6.2 General competencies<sup>8</sup> and conduct required for the job:

- Interpersonal and negotiation skills;
- Ability to identify key information in complex scientific documents and interpret this information in the applicable regulatory framework;
- Ability to communicate effectively complex scientific and technical matters;
- Aptitude for working in a multidisciplinary and multicultural environment;
- Excellent command of spoken and written English.

Your ability to communicate in spoken/written English, and the knowledge, skills and competencies related to the job will be assessed throughout the written tests and interviews.

**For native English speakers**, your ability to communicate in your second EU language will be tested during the selection process. As this forms part of the general requirements stated under section 4.a General Requirements from above, any failure in proving the satisfactory level of your second EU language would lead to your exclusion from the selection.

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<sup>8</sup> You can read more about the general competencies in place in ECHA through the following link:  
[https://echa.europa.eu/documents/10162/17100/echa\\_staff\\_competencies\\_en.pdf/81a7fbbf-730a-4bc2-9681-24095900028c?t=1476375368217](https://echa.europa.eu/documents/10162/17100/echa_staff_competencies_en.pdf/81a7fbbf-730a-4bc2-9681-24095900028c?t=1476375368217)  
[https://echa.europa.eu/documents/10162/17100/echa\\_management\\_competencies\\_en.pdf/6c33d427-1c3c-426f-bba9-589d46dea016?t=1476780992051](https://echa.europa.eu/documents/10162/17100/echa_management_competencies_en.pdf/6c33d427-1c3c-426f-bba9-589d46dea016?t=1476780992051)

Interviews and written tests may be organised **remotely**.

## 7. Placement on the reserve list

If you are judged to be among the most suitable candidates, on the basis of the criteria listed in sections 4, 5 and 6, you will be placed on the reserve list. The reserve list will be valid for a period of two years, with the possibility of extension.

It should be noted that inclusion on the reserve lists does not imply any entitlement of employment in the Agency.

At ECHA, we believe in continuous learning and flexible work assignments to ensure the best use of our human resources and to maintain a high level of staff motivation and expertise. Hence, your career at ECHA, once recruited, may lead you to another role within ECHA in the future.

## 8. What we offer

### a. Engagement and conditions of employment

Successful applicants may be offered an employment contract for five years as a temporary agent, in the grade **AD 6**. This contract may be renewed for a definite period. If renewed for a second time, the contract becomes indefinite. If the successful applicant from the external selection procedure is already a member of temporary staff 2(f) in the relevant function group or another function group, the Agency shall offer the person, in writing, the opportunity to be assigned to the post by means of mobility under the provisions of Article 6(2)<sup>9</sup> or, subject to the establishment plan availabilities, Article 10<sup>9</sup> respectively, if the person prefers to ensure continuity of contracts.

The successful applicant will be required to make a declaration of commitment to act independently in the public interest and to make an annual declaration with respect to any interests which might be considered prejudicial to his/her independence. Moreover, before recruiting a member of staff, ECHA's Executive Director will examine whether the applicant has any personal interest which may impair his/her independence or any other conflict of interest. To that end, the applicant, using a specific form, shall inform the Executive Director of any actual or potential conflict of interest. Applicants must confirm their willingness to do so in their application.

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<sup>9</sup> Implementing rules on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS:

[https://echa.europa.eu/documents/10162/17100/MB\\_DECISION\\_03\\_2018\\_4\\_MB49\\_FINAL.pdf/7087cc5b-2dee-aade-0de0-bcdb47aa605d](https://echa.europa.eu/documents/10162/17100/MB_DECISION_03_2018_4_MB49_FINAL.pdf/7087cc5b-2dee-aade-0de0-bcdb47aa605d)

## b. Salary & benefits

The successful candidate will be recruited as a Temporary Agent Grade AD 6 with the basic monthly salary starting from € 6 681.51, subject to an annual review of remuneration provided for in Article 65(1) of the Staff Regulations. To reflect the higher cost of living in Finland, the basic salary is weighted by applying a coefficient (currently at 112%). The basic salary indicated above is the amount before the adjustment.

In addition to the basic salary, ECHA offers a range of benefits which include allowances, such as a household allowance, an expatriation allowance (16% of the basic salary) and a dependant child allowance, as well as a welfare package including pension scheme, medical and accident coverage.

For more information on the salary and on the allowances, please visit our website at: <http://www.echa.europa.eu/about-us/jobs/what-we-offer>.

## 9. Other information

For more information on the selection process of temporary agents and on the contractual and working conditions, please refer to:

- **Guide for Applicants:**  
[https://www.echa.europa.eu/documents/10162/17100/general\\_guide\\_for\\_applicants\\_en.pdf/cd910e74-63ba-4cdd-b87f-29f0a77d0fea?t=1646396767190](https://www.echa.europa.eu/documents/10162/17100/general_guide_for_applicants_en.pdf/cd910e74-63ba-4cdd-b87f-29f0a77d0fea?t=1646396767190)
- **Implementing rules** concerning temporary agents:  
[https://echa.europa.eu/documents/10162/17100/MB\\_DECISION\\_03\\_2018\\_4\\_MB49\\_FINAL.pdf/f7087cc5b-2dee-aade-0de0-bcddb47aa605d](https://echa.europa.eu/documents/10162/17100/MB_DECISION_03_2018_4_MB49_FINAL.pdf/f7087cc5b-2dee-aade-0de0-bcddb47aa605d)
- **Conditions of Employment of Other Servants** of the European Union:  
<http://eurlex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>
- **Protection of personal data:** The European Chemicals Agency will ensure, on its part, that your personal data is processed as required by Regulation (EU) 2018/1725 on the protection of personal data.  
<https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32018R1725&from=EN>