

Vacancy Notice

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

Reference number	ECHA/TA/2025/04
Job Title	Scientific Officer - Ecotoxicology
Function Group/Grade	Temporary Agent, AD 5 (see the Guide for Applicants for more information)
Location	Helsinki, Finland
Publication Date	13 May 2025
Deadline for Applications	24 June 2025, at noon, 12:00 Helsinki time (11:00 CET)
Indicative number of candidates on the reserve list	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 to contribute to protecting the environment and human health?

We are looking for Scientific Officers with an ecotoxicology profile.

The work of a Scientific Officer in ECHA involves independent hazard and/or risk assessments of substances, collaborating with scientific and administrative experts in multidisciplinary teams and working with EU Regulations across the Agency and experts in other regulatory processes. They can perform quick and robust analyses on available ecotoxicological and environmental fate data, and they can communicate clearly and effectively. They have excellent project management skills, are solution-oriented and proactive, and have a drive to produce high-quality results in the given timelines.

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 Persistent Organic Pollutants (POPs), Drinking Water Directives (DWD) and Batteries Regulation. 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 expertise with ecotoxicology profiles.

The ideal candidate is a highly motivated and experienced professional who has knowledge and competencies in different areas of environmental sciences, related to ecotoxicology, environmental fate and chemical hazard and risk assessment, and applying these in regulatory frameworks. In this call, we are especially interested in experts who have knowledge and competencies in persistency, bioaccumulation and toxicity (PBT/vPvB properties), persistency, mobility and toxicity (PMT/vPvM) and/or endocrine disruption assessments, and/or related omics studies and/or studies related to nanomaterials and/or in conducting use and exposure assessment. Knowledge of New Approach Methodologies (NAMs) is considered an asset.

3. Key responsibilities

Scientific Officers in the Agency work in one of the work areas covering environmental 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 recently taken over by ECHA, such as POPs, the Drinking Water

Directives (DWD) and Batteries Regulation. The Scientific Officer will work in multidisciplinary teams evaluating scientific and technical information on ecotoxicity, PBT and PMT assessment, exposure, and risks of chemical substances to the environment and further developing such regulatory assessment approaches.

Scientific Officers participate in specific operational areas of the Agency. Depending on organisational needs as well as the candidate's background and interest, they will be responsible for some of the following tasks:

- Evaluating registration dossiers (e.g. experimental studies and adaptations) against the information requirements in the REACH Regulation, preparing draft decisions and responding to comments received on draft decisions;
- Assessing and providing expert opinions on ecotoxicology and environmental fate, the relevance and reliability of experimental studies, assessing and evaluating relevance and conclusions made in the environmental effect, exposure and PBT and PMT assessment and risk characterisation;
- Assessing the environmental hazard profile of chemical substances in relation to classification and labelling obligations (in particular PBT/vPvB, PMT/vPvM and environmental endocrine disruptors' criteria);
- Preparing and/or supporting the development of Agency's decisions and opinions;
- Preparing, managing and following-up on the meetings of ECHA's Committees, relevant working groups and expert groups including support to their Chairs, rapporteurs and dossier submitters;
- Development of watch and priority lists and development of Environmental Quality Standards (EQS) or indicative values, according to ECHA's new tasks under the Water Framework Directive, the EQS Directive and the Groundwater Directive;
- Assessing reports prepared by the Member States competent authorities responsible for CLP and BPR.

The Scientific Officers may also contribute to other tasks, such as:

- Assisting in the preparation of the ECHA opinion on substances that are potential candidates for substitution;
- Contributing to the identification of the need for guidance on technical and scientific issues and to the preparation of such guidance;
- Developing working procedures and formats relating to the above-mentioned processes, carrying out testing and providing appropriate feedback during the (further) development;
- Developing new and on-going strategic, technical and scientific issues, approaches and activities in support of the legislative frameworks related to the Agency's tasks (e.g. approaches to identify substances requiring further regulatory actions, scientific validity and regulatory acceptance of New Approach Methods (NAMs)).

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)¹;
- 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 duties²;
- Be physically fit to perform the duties³;
- Have a thorough knowledge of one of the official languages of the European Union⁴ 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 66⁵.

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.

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.

¹ 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.

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

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

⁴ 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.

⁵ See Article 47(a) of the Conditions of Employment of Other Servants of the European Union

c. Professional experience

There is no minimum professional experience requirement to be eligible for this profile.

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 an interview.

- **Your academic qualifications** in the following fields and their relevance to the main areas of work listed in section 3:
 - Ecotoxicology;
 - Environmental fate;
 - Exposure and risk assessment;
 - Endocrine disruptors.
- **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 ecotoxicology, environmental fate, endocrine disruption, nanomaterials, NAMs (e.g. omics) and/or risk assessment;
- Experience in conducting risk, exposure or hazard assessment of chemicals at national or European level or experience in preparing regulatory dossiers for industry (e.g. REACH, CLP, BPR, POP);
- Peer-reviewed publications in the field of environmental hazard or risk assessment, ecotoxicology, environmental fate, New Approach Methods (NAMs, e.g. non-animal test methods) or policy-oriented publications in fields relevant to the tasks set out in section 3;
- Development of/experience with models (and related IT tools) or tests for predicting ecotoxicological hazards and risks or environmental exposure such as FOCUS, EUSES, IUCLID, Chesar, and QSAR Toolbox;
- 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. Written test and interview

If selected for a written test and/or interview, 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;
- Understanding of the role and tasks of ECHA in relation to the REACH, CLP, water directives and Biocides legislation (e.g. BPR);
- Knowledge of ecotoxicology and environmental fate or use and exposure assessment in the above-mentioned regulations and guidance documents.

6.2 General competencies⁶ and conduct required for the job:

- Aptitude for negotiation and consensus building on complex scientific dossiers;
- Ability to communicate and liaise effectively across the organisation and externally;
- Ability to adapt and respond to change. Managing pressure proactively, effectively and coping well with setbacks, while maintaining a positive outlook.

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.

Written tests and interviews and may be organised **remotely**.

7. Placement on the reserve list

If you are judged to be among the most suitable candidates, based on 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 an extension.

⁶ 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

It should be noted that inclusion on the reserve list does not imply any entitlement to 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 5. 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)⁷ or, subject to the establishment plan availabilities, Article 10⁷ 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 their independence. Moreover, before recruiting a member of staff, ECHA's Executive Director will examine whether the applicant has any personal interest which may impair their 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.

b. Salary & benefits

The successful candidate will be recruited as a Temporary Agent Grade AD 5 with a basic monthly salary starting from € 5 973.44, 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 dependent child allowance, as well as a welfare package including a pension scheme, medical and accident coverage. For more

⁷ Implementing rules on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS: [COM Decision C\(2018\)424](#)

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://echa.europa.eu/documents/10162/17100/general_guide_for_applicants_en.pdf/

- **Implementing rules concerning temporary agents:**

[COM Decision C\(2018\)424](#)

- **Conditions of Employment of Other Servants of the European Union:**

[EUR-Lex - 01962R0031-20140101 - EN - EUR-Lex](#)

- **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>