



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 contract agent profile:

Reference number	ECHA/CA/IV/2024/003
Job Title	Scientific Officer – Ecotoxicologist and Toxicologist (2 profiles)
Function Group/Grade	Contract Agent, CA IV (see the Guide for Applicants for more information)
Location	Helsinki, Finland
Publication Date	15 April 2024
Deadline for Applications	15 May 2024, 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 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 for two profiles in the fields of environmental sciences and human health toxicology. 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.

For the profile in environmental sciences, the ideal candidate has knowledge and professional experience in different areas of environmental sciences related to ecotoxicology, environmental fate, and chemical hazard and risk assessment. In this call, we are especially interested in experts who have experience in nanomaterials and/or assessing persistency, bioaccumulation, mobility and toxicity (PBT/vPvB/PMT/vPvM properties), ED properties of chemical substances and/or in conducting use and exposure assessment.

For the profile in human health toxicology, the ideal candidate has knowledge and professional experience in different areas of toxicological sciences. In this call, we are interested in experts with knowledge on nanomaterials and/or assessing carcinogenicity, reproductive toxicity, mutagenicity, repeated-dose toxicity, ED properties of chemical substances and risk assessment.

For both profiles, the work requires ability to understand, interpret and use scientific information in a regulatory context (e.g. checking compliance with information requirements, assessment of hazards against classification criteria and generally performing or evaluating hazard or risk assessments), focusing on key elements and identifying inconsistencies, limitations and uncertainties. The ideal candidate can perform quick and robust analyses on available ecotoxicological and toxicological data, and can communicate clearly and effectively. They have excellent project management skills, is solution-oriented and proactive, and have the drive to produce high-quality results within the given timelines. The ideal candidate is able to apply this knowledge while examining the reports of standard toxicology studies (*in vivo* and *in vitro*) as well as alternative methodologies.

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, and risks of chemical substances to human health and the environment.

Please note that each candidate can apply to one of the profiles listed below only. Ensure to indicate the profile to which you are applying when submitting your application.

Work profile 1: Ecotoxicologist

Scientific Officers participate in specific operational areas of the Agency. 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 (e.g., experimental studies and adaptations) against the information requirements in the REACH Regulation, examining testing proposals, preparing draft decisions, and responding to comments received on draft decisions;
- Application and evaluation of methodologies alternative to animal testing, such as read-across, QSAR and grouping in regulatory risk assessment;
- 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/PMT assessment and risk characterisation of substances;
- 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 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.

Work profile 2: Toxicologist

Scientific Officers participate in specific operational areas of the Agency. 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 (e.g., experimental studies and adaptations) against the information requirements in the REACH Regulation, examining testing proposals, preparing draft decisions, and responding to comments received on draft decisions;
- Application of methodologies alternative to animal testing, such as read-across, QSAR and grouping in 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)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

To qualify for this profile, you must have completed university studies of at least three (3) years attested by a diploma and professional experience⁶ of at least one (1) year.

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) CEOS for Temporary Agents, applicable to Contract Agents by analogy, Article 119 CEOS.

⁶ Only 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

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

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.

For Profile 1 (Ecotoxicology)

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

Your university degree must be in environmental sciences .

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

- Ecotoxicology;
 - Environmental fate;
 - Environmental 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**:

- Scientific publications and practical experience in conducting experimental studies relevant to ecotoxicology, environmental fate, and/or risk assessment;
- Experience with either preparing regulatory dossiers (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 and use of IT tools for predicting environmental hazards and risks;
- Work experience gained in a similar multicultural environment. Preference will be given to work experience abroad.

accomplished after the achieving the minimum qualification stated in 4.b. shall be taken into consideration. Professional activities pursued on a part-time basis shall be calculated pro rata, on the basis of the percentage of full-time hours worked. A given period may be counted only once.

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.**

For Profile 2 (Toxicology)

- **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;
 - 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**:

- Scientific publications and practical experience in conducting experimental studies relevant to toxicology and/or risk assessment;
- Experience with either preparing regulatory dossiers (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 and use of IT tools 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;
- Project management and customer support skills;

6.2 General competencies⁷ and conduct required for the job:

- Interpersonal and negotiation skills;
- Ability to communicate effectively on complex scientific and technical matters;
- Aptitude for working in a multidisciplinary team 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.

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 one year, 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 three years as a contract agent, in Function Group **CA FG IV**. This contract may be renewed for a definite period. If renewed for a second time, the contract becomes indefinite.

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

⁷ 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

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.

b. Salary & benefits

The successful candidate will be recruited as a Contract Agent in Function Group FG IV, either in grade 13 (with the basic salary starting from € 3 982.82), in grade 14 (with the basic salary starting from € 4 506.36) or in grade 16 (with the basic salary starting from € 5 768.89). The step in grade is determined on the basis of professional experience gained after the education required for the position and in line with applicable implementing rules referred to below. The basic salary is 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 118.6%). 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 contract 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
- **Implementing rules concerning contract agents:**
https://echa.europa.eu/documents/10162/17208/mb_decision_26_2019_mb-54_en.pdf/52f915f8-5cab-2c4f-0e7d-fe53c406311e?t=1562836232408
- **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>