

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:

Reference number	ECHA/CA/2024/01
Job Title	Scientific Officer – Efficacy Biocides
Function Group/Grade	Contract Agent, CA IV (see the Guide for Applicants for more information)
Location	Helsinki, Finland
Publication Date	05 March 2024
Deadline for Applications	28 March 2024, at noon, 12:00 Helsinki time (11:00 CET)

1. Who we are

The [European Chemicals Agency](#) (ECHA) aims to be the centre of knowledge on the sustainable management of chemicals, serving a wide range of EU policies and global initiatives, for the benefit of citizens and the environment. Together with our partners, we work for the safe use of chemicals.

ECHA is an equal opportunity organisation which welcomes applications from qualified professionals all over the European Union and the European Economic Area. We are committed to achieving [diversity](#), as the diversity of ECHA's staff is essential to the Agency's success. We do not discriminate on the grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation. Candidates who are judged to be the most suitable, based on the assessment in the selection process, will be placed on the reserve list.

ECHA achieved excellent results in the most recent staff survey (2023) and has been awarded a recognition as one of [Finland's most inspiring workplaces](#). This acknowledgement signals a high employee engagement level and indicates that the Agency develops the organisation, staff wellbeing, operating culture and collaboration together with staff. The recognition is given to Finnish organisations that achieve outstanding results in the PeoplePower® employee survey carried out by Eezy Flow. You can read more about this acknowledgement here: <https://www.innostavimmat.fi/in-english>.

2. Is this job for you?

Are you looking for a challenging opportunity in a leading organisation at the EU and international level and contributing to the protection of the health of European citizens and the environment? You will play a key role in supporting your team in a challenging and exciting time for ECHA and EU chemicals management: by facing front-edge scientific and regulatory questions, including integration with other regulations and agencies in the one-substance-one-assessment approach; and by supporting the revision of processes and way of working to address the increasing number of evaluations ECHA undertakes.

We currently invite applications for the Biocidal Active Substance Unit and for the Biocidal Products Unit. These are the units responsible for ECHA's activities related to the evaluation of active substances and applications for Union authorisation. They also coordinate the scientific assessments to be performed by ECHA under the Biocidal Products Regulation (BPR) for technical equivalence, Article 95 inclusion and applications for a minor change of biocidal products. The Biocides Units ensure that the Agency's Biocidal Products Committee and its Working Groups operate in an independent, efficient, transparent, and consistent manner and can deliver high-quality scientific opinions or agreements. They also provide the secretariat of the Coordination Group established under Article 35(1) of the BPR.

You will interact with a wide range of colleagues at all levels of the Agency, Member State representatives and their experts, Commission, industry and other stakeholders.

3. Key responsibilities

As a Scientific Officer on the efficacy of biocides you will work managing dossiers in the Active Substances Approval or Products Union Authorisation processes. You will provide expert input in efficacy assessments for both active substances and biocidal products.

In particular, you will be responsible for the following tasks:

- Act as active substance / union authorisation dossier manager, coordinate work with the Member State evaluators and rapporteurs, the Chair of the Biocidal Products Committee (BPC) and Chairs of the BPC Working Groups on scientific and technical issues concerning the development of opinions of the Committee;
- Support the Chair of the BPC Efficacy working group in the organisation and management of the meetings and consultations;
- Contribute to regulatory, scientific and technical activities related to the tasks of the Agency under the Biocidal Products legislative framework, especially in relation with the assessment of efficacy of biocidal products and active substances;
- Provide scientific and technical expert contributions, advice and assistance to guidance development, especially those related to efficacy;
- Reply to scientific and regulatory questions in the efficacy assessment area;
- Contribute to ensuring the consistency of opinions within the Biocidal Products Committee and with the other relevant Committees, including those run by other Community bodies;
- Contribute to the establishment and maintenance of working relations with relevant scientific and technical bodies of the EU (e.g. Commission scientific committees and EFSA panels) and follow relevant activities of related legislative frameworks;

- Represent and give support in the representation of the biocides Units, Directorate, ECHA or the Commission (if requested) in meetings, working groups, committees or other circles;
- Other related activities.

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 Union.

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 accomplished after the achieving the minimum qualification stated in 4.b. shall be taken into consideration.

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.

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 and professional qualifications** and their relevance to the main areas of work listed in section 3.

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

- Microbiology
- Biochemistry
- Entomology

- **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 length, 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:

- Professional experience in conducting or evaluating efficacy studies;
- Peer-reviewed publications in the field of efficacy or topics relevant to BPR;
- 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:

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.

- 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 aims of ECHA in relation to the REACH, CLP and Biocides legislations.

6.2 General competencies⁷ and conduct required for the job:

- Creative and analytical problem-solving skills;
- Negotiation, problem-solving, flexibility and conflict-resolution skills;
- Ability to communicate and liaise effectively with external stakeholders and with internal stakeholders at all organisational levels;
- Ability to work effectively in a multidisciplinary team in a multicultural and multilingual environment;
- Organisational skills, the ability to accomplish, as project manager, projects within tight deadlines;

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 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.

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

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 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 dependent 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://echa.europa.eu/documents/10162/17100/general_guide_for_applicants_en.pdf/cd910e74-63ba-4cdd-b87f-29f0a77d0fea?t=1646396767190
- **Implementing rules** concerning contract agents:
[52f915f8-5cab-2c4f-0e7d-fe53c406311e \(europa.eu\)](https://echa.europa.eu/documents/10162/52f915f8-5cab-2c4f-0e7d-fe53c406311e)

- **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>