



## 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/2025/05
<b>Job Title</b>	Profile 1: Regulatory Officer – Water Protection Directives Profile 2: Regulatory Officer - Drinking Water Directive
<b>Function Group/Grade</b>	Temporary Agent, AD 5 (see the <a href="#">Guide for Applicants</a> for more information)
<b>Location</b>	Helsinki, Finland
<b>Publication Date</b>	19 December 2025
<b>Deadline for Applications</b>	21 January 2026, 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 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 the health of workers and the general population in EU?

We are looking for Regulatory Officers who have knowledge and professional experience in several different areas of work such as Risk Assessment/Management, Water Pollution, Chemical Engineering, and/or Materials Science.

Successful candidates will contribute to the implementation of the REACH Regulation and/or the new tasks in ECHA, such as the Water Protection Directives ([Water Framework Directive \(WFD\) \(2000/60/EC\)](#), the [Groundwater Directive \(GWD\) \(2006/118/EC\)](#) and the [Environmental Quality Standard Directive \(EQSD\) \(2008/105/EC\)](#) and the [Drinking Water Directive \(EU\) 2020/2184](#).

The ideal candidates are highly motivated professionals, with experience from working in industry or authorities implementing international, regional, national or company-wide risk management, or with knowledge of exposure assessments. They have excellent project management skills, are solution-oriented and proactive, and have the drive to produce high-quality results within the given timelines. The successful candidates will interact with a wide range of colleagues at all levels of the Agency, Commission, EU agencies, Member State representatives, and other stakeholders.

## 3. Key responsibilities

**Please note that each candidate may apply for only one of the profiles listed below. Make sure to clearly indicate the profile you are applying for when submitting your application.**

### Work profile 1: Water Protection Directives

- Identify and prioritise substances for inclusion in surface water and groundwater watch lists and priority lists of substances/pollutants under the water directives mentioned above (considering information on hazard, uses, exposure and regulatory status);
- Assess the risks of chemical substances in particular using environmental monitoring dataset and statistical tools;
- Provide scientific and technical support to ECHA's two scientific committees on risk assessment (RAC) and socio-economic analysis (SEAC) when they provide opinions to the European Commission in the context of the above-mentioned legislation;
- Develop methodologies, tools, guidance and procedures to support the implementation of the above-mentioned legislations and tasks.

To succeed in their job, the regulatory officer will cover several, but not necessarily all, of the below knowledge areas, skills and competences:

- Knowledge of the principles of toxicological and/or ecotoxicological science by education and/or work-related experience;

- Knowledge and/or practical experience of environmental exposure and risk assessment of chemicals;
- Knowledge and/or practical experience of water pollution and specifically on the substances considered pollutants under the Water Framework, Environmental Quality Standards (EQS), and Groundwater Directives;
- Practical experience with prioritisation of chemicals for regulatory action (e.g. considering hazard profile, use and exposure information).

### **Work profile 2: Drinking Water Directive**

- Assess applications aimed at the addition, renewal or removal of substances from the European positive lists of Article 11 of the Drinking Water Directive;
- Provide scientific and technical support to ECHA's Committee for Risk Assessment (RAC) when it provides opinions to the European Commission on applications for the European positive lists;
- Develop methodologies, tools, guidance and procedures to support the implementation of the above-mentioned legislation and tasks.

To succeed in their job, the regulatory officer will cover several, but not necessarily all, of the below knowledge areas, skills and competences:

- Knowledge of the behaviour and releases of chemicals from materials in contact with water and understanding of reactions that may take place during the manufacture and use of such contact materials;
- Knowledge and/or practical experience of the assessment of consumer exposure to chemicals released from products, such as materials coming into contact with drinking water or foodstuff intended for human consumption;
- Knowledge of the principles of toxicological science by education and/or work-related experience;
- Knowledge and/or practical experience of the assessment and/or management of the risks for humans inherent to the presence of hazardous chemicals in (ideally) drinking water or food.

### **General competencies applicable to both work profiles**

- Knowledge and proven practical experience of project management, ideally in a multidisciplinary environment;
- Problem solving and analytical skills;
- Strong interpersonal skills and team spirit;
- Flexibility, reactivity and autonomy;
- Ability to work under pressure.

## 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.

**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.**

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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.

### 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 based on the following selection criteria. The candidates who are judged to be the most suitable based on 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;

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

**For work profile 1:**

- (Eco)toxicology;
- Exposure and risk assessment of chemicals;
- Environmental chemistry/monitoring.

**For work profile 2:**

- Materials science;
  - Polymer chemistry;
  - Exposure and risk assessment of chemicals;
  - Toxicology.
- **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 for work profile 1, Regulatory Officer Water Protection Directives**:

- Experience of exposure modelling and monitoring, use of monitoring data in environmental risk assessment;
- Experience of human health exposure and risk assessment with focus on man via the environment;
- Experience in statistical analysis;
- Work experience gained in a similar multicultural environment. Preference will be given to work experience abroad.

The following will be considered as **assets for work profile 2, Regulatory Officer Drinking Water Directive**:

- Laboratory experience in assessing migration through physical measurements and/or modelling of substances released from organic, metallic, cementitious, and inorganic materials into drinking water or equivalent analyses for food contact materials;
- Knowledge of the requirements and practical application of relevant EN standards for the measurement of migration, as prescribed under the Drinking Water Directive;
- Practical experience with the implementation of national rules on the assessment of hygienic safety of materials in contact with drinking water. This may relate to the national certification or market approval of products in contact with drinking water or food;
- 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. Written test and Interview

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

### 6.1 Specific knowledge related to the post:

- Understanding the aims and role of ECHA in the risk management of chemicals;
- Knowledge and understanding in your areas of experience that are most relevant to the tasks set out in section 3;
- Knowledge of the legislation and guidance, in particular, related to Water Protection Directives and Drinking Water Directive.

### 6.2 General competencies<sup>6</sup> and conduct required for the job:

- Competencies listed in the work profiles under Section 3;
- Aptitude for negotiation and seeking consensus on complex matters with a wide range of stakeholders;
- Analytical skills, ability to identify core issues in complex data sets;
- Interpersonal skills and aptitude for effective teamwork in a multidisciplinary and multicultural environment;

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<sup>6</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)

- 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, based on the criteria listed in sections 3, 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 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)<sup>7</sup> or, subject to the establishment plan availabilities, Article 10<sup>7</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 their independence. Moreover, before

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<sup>7</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)



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 the basic monthly salary starting from € 6152,64 EUR, 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 110,8%). 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: <https://www.echa.europa.eu/web/guest/open-positions>.

## **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-bcdb47aa605d](https://echa.europa.eu/documents/10162/17100/MB_DECISION_03_2018_4_MB49_FINAL.pdf/f7087cc5b-2dee-aade-0de0-bcdb47aa605d)
- **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>