

Vacancy Notice

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.

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 profiles:

Reference number	Vacancy notice	Grade	Indicative n° on reserve list
ECHA/TA/2020/003	Scientific Officer – Toxicology	AD 5	8
ECHA/TA/2020/003	Scientific Officer – Environmental fate and behaviour	AD 5	8
ECHA/TA/2020/003	Scientific Officer - Physical-chemical properties and physical hazards	AD 5	5

The initial closing date (11 May 2020) for submission of applications for this call has been extended until 25 May 2020 at 12:00 noon, Helsinki time (11:00 a.m. CET).

1. The Job

The Scientific Officers are experts who will work in multidisciplinary teams managing different scientific/technical processes foreseen by the Regulation on Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), the Regulation on the Classification, Labelling and Packaging of Substances and Mixtures (CLP), the Regulation on Biocidal Products (BPR) as well as the Prior Informed Consent (PIC) Regulation and other EU legislation within ECHA's remit. The Scientific Officers will be responsible for the following tasks, depending on the specialisation selected (Profiles 1-3 below). **Please note that each candidate can only apply for one of the profiles listed below.**

PROFILE 1

The **Scientific Officer – Toxicology** will work in one or more of the work areas covering human health issues relating to the REACH, BPR and CLP regulations. The Scientific Officer will work in multidisciplinary teams evaluating and developing scientific and technical information on toxicity, exposure and risks of chemical substances to humans.

In particular, s/he will be responsible for the following main tasks:

- Examination of the summaries and reports of standard regulatory toxicology studies (*in vivo* and *in vitro*), existing studies and literature data and alternative

- methodologies (e.g. read-across, QSARs or the weight of evidence approach) to assess the adequacy of the information and the toxicological properties of substances;
- Examination and verification of the human health hazard and risk assessments;
 - Evaluation of integrated assessment and testing strategies on the use of relevant test methods and alternative methods in the regulatory context;
 - Contribute to development of scientific opinions on derived no-effect levels (DNELs) and the setting of occupational exposure limits (OELs) for chemical substances.

PROFILE 2

The **Scientific Officer – Environmental fate and behaviour** will work in one of the work areas covering environmental issues relating to the REACH, BPR and CLP regulations. The Scientific Officer will work in multidisciplinary teams evaluating and developing scientific and technical information on ecotoxicity, exposure and risks of chemical substances to the environment.

In particular, s/he will be responsible for the following main tasks:

- Reviewing relevant sections of the assessment reports prepared by the Member States or dossiers submitted by industry and comments received on these documents;
- Assessing and providing expert opinions on the environmental fate and behaviour of chemicals, the relevance and reliability of experimental studies, justifications for the use of rules for adaptation of information requirements, assessing and evaluating information from alternative methods (QSARs), relevance and conclusions made in the environmental fate, PBT assessment and risk characterisation;
- Preparing and/or supporting the development of Agency's decisions and opinions.

PROFILE 3

The **Scientific Officer – Physical-chemical properties and physical hazards** will work in multidisciplinary teams whose mission is to evaluate and develop scientific and technical information related to chemical risk assessment and management within the main processes of the REACH, CLP and BPR regulations.

In particular, s/he will be responsible for the following main tasks:

- Reviewing relevant sections of the assessment reports prepared by the Member States or dossiers submitted by industry regarding in particular the assessment of physico chemical properties and physical hazards;
- Investigate scientific and technical issues related to the assessment of the analytical information, physico-chemical properties and physical hazards of substances or products to support the Agency's regulatory decisions or the development of Competent authorities assessment reports and contribute to the development of knowledge management;

- Further develop methodologies and practices to assess information related to substance identification and physicochemical properties, in particular with the view to ensuring consistency.

Irrespective of the profile selected, the Scientific Officer may also contribute to other related tasks:

- Preparing guidance on technical and scientific issues;
- Preparing, managing and following-up the meetings of ECHA's Committees, relevant working groups and expert groups including support to their Chairs, rapporteurs and dossier submitters;
- Analysing, developing, testing and promoting the use of IT tools (e.g. R4BP, EUSES, IUCLID and (Q)SAR tools);
- Developing working procedures and formats relating to ECHA processes, providing appropriate feedback during the (further) development;
- Developing technical and scientific approaches and policies in the main area of work of the three profiles above;
- Engaging in other scientific/technical tasks and/or projects (including planning, work organisation, priority setting, progress monitoring and regular and accurate reporting);
- Develop and carry out internal and external training activities and capacity building (including method and tool development) in the relevant fields of expertise.

2. Eligibility criteria

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

2.1. 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;

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.

- 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.

2.2. 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.

2.3. Professional experience

There is no minimum professional experience requirement to be eligible for this profile, beyond the requirements of 2.2 above.

3. Selection criteria

If you meet the eligibility criteria set out in section 2, 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 1. Preference will be given to qualifications obtained in the following fields:
 - **Profile 1:** Life sciences with specialisation in toxicology; Pharmacy.
 - **Profile 2:** Life sciences with specialisation in ecotoxicology, environmental fate and behaviour; Environmental chemistry.
 - **Profile 3:** Chemistry with specialisation on physical chemistry; Physics; Material science.
- Your professional experience: Preference will be given to candidates having experience in functions similar to those outlined in section 1. 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 under the respective profile in section 1.

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.

The following will be considered as assets:

- Practical experience in conducting experimental studies relevant to eco(toxicology), environmental fate, physico-chemical properties and/or physical hazards;
- Peer-reviewed publications in the field or policy-oriented publications in fields relevant to the tasks set out in section 1;
- Experience with either preparing regulatory dossiers (e.g. REACH, CLP, BPR, POP, PPP, Medicine monographs, etc.) or industry support documents such as technical manuals, support and advice material relevant for regulatory purposes (in relation to chemical management systems);
- Experience in conducting risk assessment for chemicals at national or community level;
- Experience in project management;
- Work experience gained in a similar multicultural environment and/or abroad.

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

4. Interview and written test

If selected for interview, you will be assessed on the basis of the following criteria:

- Knowledge and understanding in your areas of experience that are most relevant to the tasks set out in section 1;
- Understanding of the role and aims of ECHA in relation to the different chemical regulations it implements (e.g. REACH, CLP, Biocides, etc.);
- Ability to communicate effectively on complex regulatory, technical and scientific matters with internal and external stakeholders⁶;
- Capacity to rapidly grasp the scientific and/or policy sensitivity of the activities of the Agency⁶;
- Ability to work effectively in a multidisciplinary team in a multicultural and multilingual environment⁶;
- Good command of spoken and written English.

Your ability to communicate in written English, and the knowledge, skills and competencies related to the job will be also assessed by written tests.

For native English speakers, your ability to communicate in your second EU language will be tested during the interview. As this forms part of the general requirements stated under section 2.1 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**.

⁶ You can read more about the general competencies in place in ECHA through the following link:
http://echa.europa.eu/documents/10162/13602/echa_staff_competencies_en.pdf

5. 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 2, 3 and 4, you will be placed on the reserve list. The reserve list will be valid for a period of two years.

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

6. Other information

Before applying, you should carefully read the Guide of Applicants⁷ published on ECHA Website. This guide is an integral part of the Vacancy Notice and will help you to understand the rules governing the procedure and how to apply.

Successful applicants may be offered an employment contract for five years as a temporary agent. 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)⁸ or, subject to the establishment plan availabilities, Article 10⁸ respectively, if the person prefers to ensure continuity of contracts.

The minimum number of years of professional experience required after the award of the qualification certifying the completion of the level of studies required as a condition of eligibility for any selection procedure is as follows:

Grade of engagement	Number of years of professional experience
AD5	0 years
AD6	3 years
AD7	6 years
AD8	9 years
AD9/10	12 years
AD11/12	15 years
AST1	0 years
AST2	1 year
AST3	3 years
AST4	6 years

For the purposes of determining professional experience, the appointing authority shall allow 24 months' additional seniority of step in grade for professional experience equal to more than the number of years indicated below:

⁷ http://echa.europa.eu/documents/10162/13602/general_guide_for_applicants_en.pdf

⁸ 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-bc47aa605d

Function group and grade	Minimum years of work experience for additional seniority
AD14-AD16	21 years
AD12-AD13	18 years
AD9-AD11	15 years
AD8	12 years
AD7	9 years
AD6	6 years
AD5	3 years
AST4	12 years
AST3	9 years
AST2	6 years
AST1	3 years

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.

The successful candidate will be recruited as a Temporary Agent Grade AD 5 with the basic monthly salary starting from € 4.883,11, subject to an annual review of remuneration provided for in Article 65(1) of the Staff Regulations. ECHA offers, in addition to the basic salary, 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>.

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

- Guide for Applicants:
http://echa.europa.eu/documents/10162/13602/general_guide_for_applicants_en.pdf
- Implementing rules concerning temporary agents:
https://echa.europa.eu/documents/10162/17100/MB_DECISION_03_2018_4_MB49_FINAL.pdf/7087cc5b-2dee-aade-0de0-bcdb47aa605d
- Conditions of Employment of Other Servants of the European Communities:
<http://eurlex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

7. Protection of personal data

The European Chemicals Agency will ensure, on its part, that your personal data is processed as required by Regulation (EU) 2018/1725⁹ on the protection of personal data. For more information on the protection of personal data, please consult the Guide for Applicants¹⁰.

⁹ <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32018R1725&from=EN>