



## 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/2024/002
<b>Job Title</b>	Economist
<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>	26 February 2024
<b>Deadline for Applications</b>	26 March 2024, at noon, 12:00 Helsinki time (11:00 CET)
<b>Indicative number of candidates on the reserve list</b>	8

### 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 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?

We are looking for economists who have knowledge and competences in evaluating and carrying out socio-economic analyses, impact assessments and by that contributing to several regulatory processes the Agency is responsible for. These include processes under the [REACH regulation](#) as well as new processes under the [Batteries regulation](#), several Directives related to surface or groundwater protection, and other pieces of legislation that the Agency may be responsible for in the future, e.g. in the field of waste legislation. The work applies a cost-benefit framework following the European Commission's [Better Regulation Guidelines](#).

The work of an economist in ECHA involves collaborating with scientific and administrative experts in multidisciplinary teams, and working with experts in other regulatory processes and regulations across the Agency.

In addition to knowledge and competences in socio-economic analyses and impact assessments, the ideal candidate can communicate clearly and effectively. They have excellent project management skills, are solution-oriented and proactive, and have the drive to produce high-quality results within the given timelines.

## 3. Key responsibilities

At ECHA, an economist will be responsible for the following tasks:

- Carrying out socio-economic analysis of regulating the use of harmful substances as part of REACH or Batteries [restriction](#) proposals made by ECHA;
- Contributing to the assessment of the impacts related to the 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;
- Conducting market research and economic analysis of the placing on the market and use of harmful substances and potential alternatives as part of ECHA's risk management activities;
- Providing support as manager or co-manager of teams for REACH [applications for authorisation](#) to rapporteurs of the Committees for Socio-economic Analysis (SEAC) and Risk Assessment (RAC) in order to ensure that their opinions are consistent, efficiently developed and underpinned by sound scientific argumentation;
- Advancing methodologies and approaches to analyse the socio-economic impacts of regulating chemicals and integrating this into the practical work of the Agency, including its guidance documents;
- Contributing to the development or revision of procedures, working instructions and task lists for the authorisation and restriction processes under REACH and other regulations under the responsibility of ECHA, in particular with regard to their interface with SEAC;
- Managing the outsourcing/contracting of specific tasks to institutes/consultants.

## 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 recognized as equivalent by the relevant EU or EEA Member State authorities will be accepted.**

### c. Professional experience

There is no minimum professional experience requirement to be eligible for this profile, beyond the requirements of 4.b above.

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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 (c) of the Conditions of Employment of Other Servants of the European Communities.

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

## 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.

- **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 environmental, health or public economics.
- **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 , particularly related to:
  - The development and application of methods of socio-economic analysis in the fields of environment or health;
  - Regulatory impact assessment using socio-economic analysis (i.e. cost-benefit or cost-effectiveness analysis);
  - Environmental or health risk management and/or related policy development, including regulatory and company-level risk management;
  - Economic analysis of markets subject to regulation in the fields of environment or health.

The following will be considered as **assets**:

- Experience of policy-oriented analysis leading to regulatory outcomes in fields relevant to the position;
- Demonstrated quantitative skills;
- Scientific and/or policy-oriented publications relevant to the position;
- Experience in establishing or managing stakeholder participation in areas of work similar to the ones listed in section 3;
- Experience in coordinating complex multi-disciplinary projects;
- 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;
- Understanding of the role and aims of ECHA in relation to REACH, the Batteries Regulation, Directives related to surface or groundwater protection, and related legislation;
- Comprehension of applied economics;
- Quantitative skills.

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

- Ability to independently and efficiently organise and lead the preparation, building agreement, planning, and coordination of relevant activities;
- Problem-solving, flexibility and conflict-resolution skills;
- Aptitude for negotiation and consensus building on complex technical dossiers;
- Interpersonal skills and ability to work effectively in teams, in a multicultural and multilingual 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 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.

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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)

## 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>9</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 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 € 5 507.55, 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 a 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 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:

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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-bc4b47aa605d](https://echa.europa.eu/documents/10162/17100/MB_DECISION_03_2018_4_MB49_FINAL.pdf/7087cc5b-2dee-aade-0de0-bc4b47aa605d)

[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)

- **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>