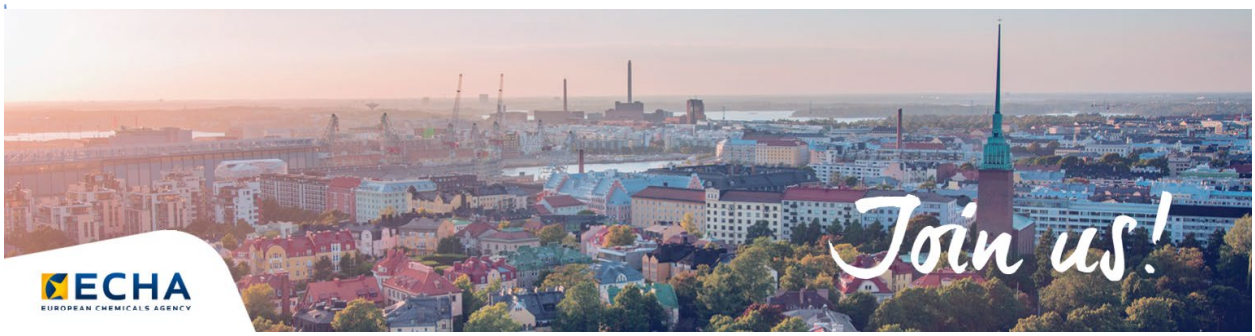

Vacancy Notice

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/TA/2024/001
Job Title	Scientific Officer, New Approach Methods (NAM)
Function Group/Grade	Temporary Agent, AD 6 (see the Guide for Applicants for more information)
Location	Helsinki, Finland
Publication Date	02 February 2024
Deadline for Applications	01 March 2024, at noon, 12:00 Helsinki time (11:00 CET)
Indicative number of candidates on the reserve list	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 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 ready for challenging tasks related to the development of methodologies which would allow concluding on properties like bioavailability, bioaccumulation, toxicokinetic and toxicodynamics to minimise and ultimately eliminate the need for animal toxicity testing?

We are looking for enthusiastic Scientific Officers who have knowledge and professional experience in toxicokinentics, hazard assessment and New Approach Methodologies (NAMs).

The successful candidate will have the opportunity to contribute to ECHA's efforts to support the development and implementation of the EU roadmap towards phasing out animal testing for chemical safety assessments.

They will join our multidisciplinary team working on the use of NAMs in chemicals regulations to safeguard human health and the environment. They will interact with a wide range of colleagues at all levels of the Agency, Member State representatives and their experts, European Commission, industry, and other stakeholders.

The ideal candidate would be a highly motivated and knowledable professional, who has experience in the development and application of NAMs in hazard assessment including toxicokinetic modelling, in vitro to in vivo extrapolation (IVIVe) and/or modelling of bioaccumulation for air breathing vertebrates including humans. They would also have excellent project management skills, be solution-oriented and proactive, and have the drive to produce high-quality results within the given timelines.

3. Key responsibilities

The NAM Scientific Officer will work in the Directorate for Prioritisation and Integration of the Agency in the Alternative Methods Team. The Team promotes the the development and use of alternative methods for the assessment of hazards and risks of chemicals. This includes development of integrated testing strategies, QSARs, in-vitro assays, read-across, categories and other NAMs.

The Alternative Methods Team also helps the Agency with prioritisation and selection of dossiers and substances for further regulatory actions, such as compliance checks, substance evaluation or the identification of substances of very high concern.

The team's international collaboration work includes co-managing the QSAR Toolbox development with OECD and the coordination of the APCRA work together with the United States' Environmental Protection Agency (US EPA) and Health Canada.

As a NAM Scientific Officer working on alternative methods in the Directorate for Prioritisation and Integration you will collaborate closely with the Hazard Directorate Units as well as with other teams and units responsible for hazard and risk assessment in the Agency.

Depending on the specific profile Scientific Officer(s) selected in this call will work at least in one of the areas listed below, however the most urgent Agency need is in the field of toxicikinetics.

Toxicokinetics:

- Contribution to the development of guidance documents for measuring and predicting Absorption Distribution Metabolism Elimination (ADME) and toxicokinetic properties of substances without animal testing in the context of the planned changes in standard information requirements for REACH.
- Contribution to the work related to the utilisation of toxicokinetic data for endpoints like bioaccumulation (terrestrial and aquatic), screening for endocrine disruption (in vitro) and other toxicological endpoints which might require toxicokinetic considerations;
- Provision of support in toxicokinetic profiling of the substance(s) and in vitro in vivo extrapolation (IVIVe);
- Provision of support in evaluating the relevance and reliability of the NAMs submitted in registration dossiers or testing proposals.

QSAR:

- Evaluation of the validity of QSAR adaptations submitted under REACH, running of predictive toxicology tools, answering specific questions arising from assessments of human health or environmental endpoints;
- Support ECHA Grouping Strategy, specifically in assisting the assessment of all available information, including generating predictions where relevant;
- Maintain the knowledge base of QSAR models and approaches;
- Contribute to the development of the OECD QSAR Toolbox;
- Contribute to the development of guidance/manuals and trainings for QSAR approaches and/or OECD QSAR Toolbox.

New Approach Methods (-omics) related activities:

- Contribute to the New Approach Methodologies (NAM) projects ECHA is undertaking/contributing to;
- Analyse multi-omics (mainly transcriptomic and metabolomics) datasets from toxicological studies;
- Analyse high throughput data such as those generated by ToxCast and Tox21 programmes.

General activities:

- Contribute to the drafting of REACH Article 117.3 report;
- Other activities in support of alternative methods as appropriate;
- Stakeholder engagement activities promoting alternative methods to animal testing and NAMs.

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 duties[2];
- Be physically fit to perform the duties[3];
- Have a thorough knowledge of one of the official languages of the European Union[4] 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[5].

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

To qualify for this profile, you must have at the closing date for applications a total professional experience[6] of at least three (3) years acquired after achieving the minimum requirements stated out in section 4.b of this vacancy notice.

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[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 relevant 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. Professional activities pursued part-time shall be calculated pro rata, on the basis of the percentage of full-time hours worked. A given period may be counted only once.

Of your total professional experience, at least one (1) year must be in a field, or fields, relevant[7] to the areas of work mentioned in section 3.

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 or covering the following fields: toxicology, ecotoxicology, medicine, pharmacology, computational chemistry or similar.

- **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**:

- Completed PhD in the field related to areas listed in section 3.
- Experience in activities promoting alternative methods to animal testing and NAMs.
- Experience in interactions with various stakeholders.
- 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;

[7] Relevant experience should be described in your application.

- Practical experience in at least one of the following areas:
  - in vitro to in vivo extrapolation (IVIVe);
  - modelling and predicting ADME properties;
  - characterising toxicodynamic profile of the substance using in vitro systems;
  - application and assessment of omics data in various regulatory applications;
  - practical experience with generation and assessing reliability of QSAR predictions.

6.2 General competencies[8] and conduct required for the job:

- Interpersonal and negotiation skills;
- Ability to communicate and liaise effectively with internal and external stakeholders;
- Capacity to rapidly grasp the scientific and/or policy sensitivity of the activities of the Agency;
- Ability to work effectively in a multidisciplinary team in a multicultural and multilingual environment;
- Ability to adapt and respond well to change;
- 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 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.

[8] 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

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 6**. 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)[9] or, subject to the establishment plan availabilities, Article 10[9] 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 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 Temporary Agent Grade AD 6 with the basic monthly salary starting from € 6231.42, 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 temporary agents and on the contractual and working conditions, please refer to:

[9] 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

- **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 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 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