



## 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/2026/02, ECHA/IM/2026/01, ECHA/IAJM/2026/01
<b>Job Title</b>	Director – Corporate and Operational (two profiles)
<b>Function Group/Grade</b>	Temporary Agent, AD 12 (see the <a href="#">Guide for Applicants</a> for more information)
<b>Location</b>	Helsinki, Finland
<b>Publication Date</b>	20 March 2026
<b>Deadline for Applications</b>	04 May 2026, at noon, 12:00 Helsinki time (11:00 CET)
<b>Indicative number of candidates on the reserve list</b>	10

### 1. Who we are

The [European Chemicals Agency \(ECHA\)](#) is a multicultural and multidisciplinary organisation of about 600 professionals from 28 countries. We are in the Top 10 of EU Agencies by size and are responsible for EU wide programmes and policies related to environment, health and industry. In 2026, our mandate is increasing and we will see a 10% increase in staff numbers. As a result, we have launched a new organisational structure in March 2026.

Our people are the backbone of the Agency. They are highly skilled and motivated experts who are committed to delivering our purpose - protecting health and the environment through our work for chemical safety, by means of science, collaboration and knowledge. Our work is shaped by our values of integrity, transparency, collaboration and innovation, and we have been recognised as one of [Finland's most inspiring workplaces](#), based on our staff survey results.

We implement EU chemicals and environmental laws and policy in close collaboration with EU institutions, EU countries' authorities, industry 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 and the public.

Through the strong commitment and dedication of our staff and stakeholders, ECHA is a fully digitalised, data driven organisation with a culture of continuous improvement and innovation.

## 2. Is this job for you?

ECHA wishes to establish a reserve list of senior managers that may be called to lead one of its operational or corporate Directorates. Initially, this list will serve to fill a current vacancy as Director of one of our operational Directorates. If you are an individual with management and leadership experience in the private or public sector, in a national, EU or international organisation and are interested in joining a dynamic, expanding organisation, then this job could be for you.

ECHA launched its new organisational structure in March 2026 ([link](#)) and this introduced operational directorates addressing delivery of our chemicals mandate; corporate services, administration and IT. We also established a new directorate on data services to further enhance our data capabilities and deliverables in line with strategic goals and technological advances. The person appointed as a Director will be initially assigned to one of ECHA's operational Directorates, however, the role may change as business and strategic requirements evolve.

ECHA welcomes job applications from qualified and dynamic 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.

## 3. Key responsibilities

To establish the reserve list, we are looking for enthusiastic, dynamic and highly skilled leaders who are experienced in fundamental management responsibilities and are capable of working at senior and management board levels. The successful candidates will demonstrate sound judgement in complex situations, a collaborative leadership style, and the capacity to guide and implement change with confidence and clarity. The individuals we are looking for also have broad experience relevant to either corporate (finance, people and organisational management, data management, digital and IT technologies) or operational (chemicals or environmental management, involving the use of scientific advice in a policy or regulatory context) functions. A Director can be recruited from the reserve list to serve in different areas under ECHA's remit or may be required to take up different roles at the senior management level over time. **In the application form you will be requested to choose the profile that suits best your skills and experience – either corporate or operational. We cannot accept simultaneous applications for both profiles, nor would you be able to change your choice during the selection process.**

The ideal candidate will understand the business of the Agency, possess the necessary vision and communicate it clearly, are open to different points of view and engage others in the forming of the vision. The expectation is that the Director will play a key role in leading and adapting the Agency in line with strategic vision and goals and driven by existing and new EU policies and challenges.

The Director, reporting to the Executive Director, will be a member of ECHA's senior management team, responsible for ensuring the effective overall management of the Agency, and will be responsible for managing and leading one of the Directorates and coordinating the

achievement of its objectives within the framework of the overall strategic planning of the Agency.

Shared responsibilities for Corporate and Operational Director profiles:

- As a member of the senior management team of the Agency, ensure constructive cooperation and communication with other Directors and Directorates;
- Manage the (multi)annual planning, corporate identity, stakeholder engagement, overall governance and decision-making in alignment with the Agency's strategy, priorities and policies;
- Promote collaboration and engagement with internal and external stakeholders, including but not limited to the European Institutions (Commission, Parliament, Council and Court of Auditors) and other European Agencies on matters related to ECHA's mandate;
- Ensure sound financial management, in accordance with the financial regulation of the Agency, coordinate budget forecasting and monitoring of budget execution, and ensure timely procurement of necessary services, in accordance with public procurement procedures;
- Manage the resourcing through planning, organisation, performance parameters, flexible deployment, prioritisation, capable balancing of opportunities and constraints, in line with the overall strategic planning framework of the Agency;
- Determine the staffing requirements, participate in the selection of personnel and ensure sound and continuous professional development, including learning activities, knowledge sharing and mobility of staff;
- Ensure the achievement of deliverables according to required deadlines and quality standards, and monitor, evaluate and regularly report on progress;
- Determine the working procedures in line with the Agency's Quality Management System and, in coordination with the Executive Director, the delegation of responsibilities and their compliance;
- Ensure solid management of organisational preparedness to address security and business continuity risks;
- Handle external requests for information, including requests from other European Institutions, European Commission services, International Bodies, Member States and the general public.
- Lead innovation and transformation initiatives to respond to changing external policy, new technologies and stakeholder demands.

Unique responsibilities of an Operational Director profile:

- Ensure that policy and regulatory requirements stemming from ECHA's mandate in chemicals management are translated into processes and outputs in line with the Agency's strategy and policies, the (multi)annual planning, stakeholder engagement, overall governance and decision-making;

- Ensure strategic decision-making based on robust data analysis and advanced expertise in regulatory science, resulting in scientifically sound and legally compliant outcomes.

Unique responsibilities of a Corporate Director profile:

- Ensure the adequate planning, implementing and reporting of the Agency's financial and human resources and their correct allocation over the different activities and regulations assigned to the Agency as well as providing safe and healthy facilities for staff and stakeholders that are cost efficient and serve the needs of a hybrid work environment;
- Ensure efficient delivery and operations of ECHA's digital applications and services. Manage the Digital and IT strategy, medium to long-term planning, IT sourcing strategy, partnerships and cooperation in the IT domain with other EU Agencies' and the European Commission's IT services, IT related policies, IT security and Information security management as well as IT governance.

## 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>;

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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.

- 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

- a) Successful completion of a full course of university studies attested by a degree, where the normal duration of university education is four (4) years or more.

Or

- b) Successful completion of a full course of university studies attested by a degree, where the normal duration of university education is three (3) years and at least one (1) year of relevant professional experience.

**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.**

## c. Professional experience

To qualify for this profile, you must have at the closing date for applications a total professional experience<sup>6</sup> of at least 15 (fifteen) years acquired after achieving the minimum requirements stated in section 4.b of this vacancy notice.

Of your total professional experience, at least 7 (seven) years must be in a field, or fields, relevant<sup>7</sup> to the areas of work mentioned in section 3; additionally, at least five (5) years must be in a management role (Head of Unit or equivalent, or higher).

## 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 pre-selection panel will decide whether succeeding in the written test is a prerequisite to be invited to the interview.

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<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.

<sup>6</sup> 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.

<sup>7</sup> Relevant experience should be described in your application.

- **Your academic and professional qualifications**, and their relevance to the main areas of work listed for either profile in Section 3;
- **Your professional experience**, including the range of fields covered, the type, length and level of work done and its relevance to the areas of work for either profile in Section 3;
- Your experience in managing large, multidisciplinary teams in the public or private sector.

The following will be considered as **assets for both profiles**:

- Work experience in leading and managing organisational change or innovation programmes, with demonstrated results;
- Experience working in data-intensive and/or highly digitalised organisational environments.
- Work experience gained in a similar multicultural environment..
- Executive-level training or certification in leadership, corporate governance, data management or digital transformation.
- Experience working at the interface of science and policy in politically sensitive or high-impact contexts.

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

A pre-selection panel will establish a shortlist, based on a screening of the application, which may be complemented by a (remote) written test and/or interview.

Selected candidates may undergo reference checks focusing on managerial capability and may be invited to an assessment centre, a written test, and an aptitude and competence test by personnel selection consultants serving in an advisory capacity to the selection committee. Candidates may also be invited for (remote) interview(s) with ECHA's selection committee.

If selected for an 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;

- Excellent people management, financial management and organisational skills, in particular the ability to lead, motivate and develop a large team to the best of their potential in a complex and demanding environment;
- Understanding of the challenges faced by a large-scale EU or regulatory Agency;
- Knowledge and understanding of the EU rules, standards and regulations applicable to the Agency.

#### 6.2 General and managerial competencies<sup>8</sup> and conduct required for the job:

- Aptitude for strategic and change management;
- Ability to communicate and liaise effectively with fellow Directors, staff, regulatory experts, political decision makers, stakeholders and the public;
- Negotiation, influencing, problem-solving and conflict resolution skills;
- Excellent leadership ability gained 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 to another role within the organisation in the future.

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<sup>8</sup> You can read more about the general and managerial competencies in place in ECHA through the following links:  
[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)  
[https://echa.europa.eu/documents/10162/17100/echa\\_management\\_competencies\\_en.pdf/6c33d427-1c3c-426f-bba9-589d46dea016?t=1476780992051](https://echa.europa.eu/documents/10162/17100/echa_management_competencies_en.pdf/6c33d427-1c3c-426f-bba9-589d46dea016?t=1476780992051)

## 8. What we offer

### a. Engagement and conditions of employment

Successful applicants may be offered a five-year employment contract as a temporary agent in the grade **AD 12**. 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>9</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 his/her independence. Moreover, before recruiting a member of staff, ECHA's Executive Director will examine whether the applicant has any personal interests that may impair his/her independence or any other conflicts of interest. To that end, the applicant shall, using a specific form, 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 12 with the basic monthly gross salary starting from €14 603,92 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 may grant a range of allowances and benefits, depending on the individual's personal circumstances and eligibility. These may include 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.

The following examples illustrate possible net monthly remuneration for a Temporary Agent Grade AD 12:

- Basic salary and management allowance (net): € 11 037,42
- Basic salary plus expatriation and management allowances (net): € 13 735,19
- Basic salary plus expatriation, management, household and one dependent child allowances (net): € 15 639,39

These examples take into account the correction coefficient for Finland and compulsory deductions (EU tax, pension and social security contributions).

All salaries and allowances are subject to EU tax deducted at source and are exempt from national taxation. The exact net remuneration will vary depending on individual circumstances.

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<sup>9</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)

For more information on the salary and on the allowances, please visit our website at: <https://www.echa.europa.eu/web/guest/open-positions>.

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## 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>