As Young Professionals at the European Patent Office, the second-largest intergovernmental organization in Europe, high-achieving university graduates are selected to undertake challenging assignments in a range of departments at the EPO’s headquarters in Munich, Germany, or at another EPO site such as The Hague, Vienna, Berlin, or Brussels. The programme is a first employment opportunity and offers targeted self-development training. It is a 12-month programme with the possibility of an extension for up to three years, based on merits and performance.

1. Criteria for eligible candidates
Eligible candidates must, by the start of the programme, possess:
- Nationality of an EPO Member State
- Diploma of completed university studies at bachelor’s level;
- Excellent knowledge of one of the EPO’s official languages (English, German, French).

2. University shortlist
To be considered for the programme, candidates must be shortlisted by their university that is a member of the Pan-European Seal Programme. Applications from non-shortlisted candidates will not be considered. Please note that the same candidate cannot be shortlisted for both the EPO and EUIPO, and that the university’s own minimum selection criteria may differ from that of the EPO.

3. Online application
Shortlisted candidates must submit an online application, containing:
- A letter of motivation expressing the reasons for applying
- Up-to-date Curriculum Vitae
- A degree certificate (a provisional declaration may be submitted pending the conferral of your degree)*

4. EPO selection procedure
The EPO will consider the applications of all shortlisted candidates. Suitable candidates will then be invited to an online interview with their prospective tutor and line manager. Candidates suitable for multiple business areas may be interviewed more than once.

5. Post-selection
Successful candidates will be informed in June, by the start of the programme, and are required to complete the following e-learning courses:
- Course: Introduction to the European patent system (epo.org)
- Course: Using CPC in classification (epo.org)
- Course: The EPO as a PCT authority (epo.org)

6. Timeline
<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 2023</td>
<td>Programme launch with universities begins</td>
</tr>
<tr>
<td>15 February 2024</td>
<td>Vacancies open online</td>
</tr>
<tr>
<td>29 February 2024</td>
<td>Deadline for university shortlist</td>
</tr>
</tbody>
</table>

7. Vacancies
The EPO reserves the right to select candidates according to the Office’s business needs. For the 2024 - 2025 programme, there are ca. 100 vacancies offered in the following areas (indicative):

- Science & Engineering (50%)
- Information Technology (10%)
- Business Administration (10%)
- International relations & communications (10%)
- Law (including Patent Law) (10%)
- Economics & Finance (10%)

In particular, the EPO is looking for bright scientists and engineers with a strong academic background in a wide range of technical areas. Further details on the EPO’s specific areas of interest can be found on the next page of this document.

8. Compensation & Benefits
Young professionals will receive a salary of ca. £2200 net monthly in the first year, rising to ca. £3200 net in the second and third year. All young professionals are covered by the EPO’s social security scheme (including health insurance) and pension scheme.

9. Further information
More information on the EPO Pan-European Seal Young Professionals Programme is available via our website. For further queries, please contact: paneuropeanseal@epo.org

*The final degree certificate must be presented to the EPO latest at the start of the programme
Details of opportunities for students of technical courses

We look for many talented students with engineering and scientific backgrounds to join us as young professionals in patent examination. Please see below the range of technical areas offering programme seats.

For more details, please visit: https://jobs.epo.org/content/Technology-Communities/?locale=en_GB