

EPO PES Young Professionals Programme General Instruction Guidelines – Edition 2026-2027

HIGHLIGHTS

- First employment experience
- Possibility of extension from one up to three years
- Salary conditions (ca. **€2 300 net** monthly in the first year, rising to ca. **€3 300 net** in the second and third year)
- Coverage by EPO social security scheme (including private health insurance)
- Opportunities for secondment in the third year of the programme
- Be part of the New Ways of Working scheme (flexible and hybrid working model)

As Young Professionals at the European Patent Office, the second-largest intergovernmental organisation 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 internal selection procedure.

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 or equivalent.
- Excellent knowledge of one of the EPO's official languages (English, German, French).

2. University confirmation

To be considered for the programme, candidates must be confirmed by one of the [universities](#) after the application period. Universities will no longer submit candidate lists upfront. Instead, confirmation will take place once all applications have been received and screened. Please note that each candidate shall only apply to one of the institutions (EPO or EUIPO).

3. Online application

Interested 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 the degree)*
- in absence of degree enrolment certificate is required

4. EPO selection procedure

The EPO will review all confirmed applications. Eligible candidates will first complete a pre-recorded interview. Those pre-selected by the business areas will then be invited to an online interview with their prospective tutor and line manager. Candidates considered for multiple business areas may be interviewed more than once.

5. Post-selection

Selected candidates will be 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

December 2025	Programme launch with universities begins
28 January	General Info Session for universities
16 February 2026	Vacancies open online
09 March 2026	Deadline for students' application submission
16 March 2026	After all applications have been received and screened, each university is provided with a list of candidates who applied from their institution for review and confirmation.
23 March 2026	Deadline for universities to review and confirm applicants. If we do not receive feedback by the deadline, we will assume we may proceed considering the applications.
June 2026	Communication of results to candidates
September 2026	Communication of results to universities
15 September 2026	Start of the programme at the EPO

7. Compensation & Benefits

Young professionals will receive a salary of ca. €2 300 net monthly in the first year, rising to ca. €3 300 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.

Financial outboarding package** of ca. €9 000 after completing the first year of the Programme and ca. €40 000 upon completion the three-years of the Programme.

8. Further information

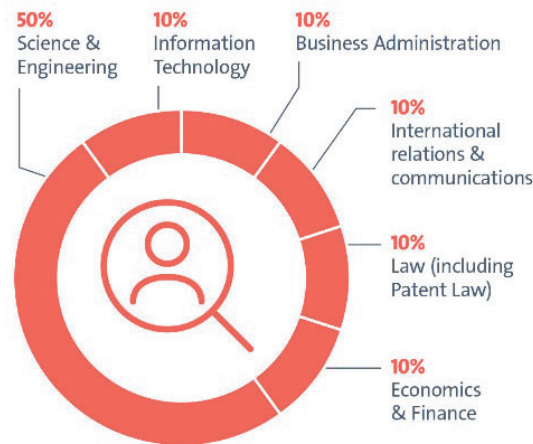
More information on the EPO Pan-European Seal Young Professionals Programme is available via our [website](#). For further queries, please contact: paneuropeanseal@epo.org

*The final degree certificate must be presented to the EPO latest at the start of the programme

** includes indemnity and severance grant (including accrued pension rights)

9. Vacancies

The EPO reserves the right to select candidates according to the Office's business needs. For the 2026 - 2027 programme, there are ca. 100 vacancies offered in the following areas (indicative). In particular, the EPO is looking for bright scientists and engineers with a strong academic background in a wide range of technical areas (e.g. Energy, Digital, Electrochemistry, Health). Further details on the EPO's specific areas of interest can be found on the next page of this document.



10. Details of opportunities for students of technical courses

The EPO welcomes applications from graduates in all scientific and engineering disciplines, reflecting the breadth of its eight Technology Communities. We are especially interested in candidates with backgrounds in:

- **digital technologies**
including computer science, electronics, telecommunications, IT security, artificial intelligence, and human-computer interaction
- **energy**
such as electrical engineering, renewable energy, power generation, and energy storage
- **materials science with a focus on batteries and electrochemistry**
including chemical engineering, inorganic and organic chemistry, and materials engineering)
- **health sector**
relevant fields include biomedical engineering, biotechnology, medical devices, pharmacology, and healthcare technologies

Other areas of interest span mobility and space technologies, infrastructure and mechanics, agri-food, materials and production, and measurement technologies. Candidates from all technical fields are encouraged to apply, as the EPO's examiner teams work at the forefront of innovation across the full spectrum of science and engineering.

