

PAN-EUROPEAN SEAL YOUNG PROFESSIONALS PROGRAMME AT THE EPO

EPO YOUNG PROFESSIONALS PROGRAMME TEAM | JANUARY 2025

THE EPO AT A GLANCE

Our mission



We provide patent protection for inventions in up to 45 countries on the basis of one single application

6 275

employees, of which around



3 987

highly qualified **patent examiners**
working in all fields of technology

2nd largest



intergovernmental institution
in Europe

Our locations

Munich (headquarters), The Hague,
Berlin, Vienna and Brussels



Self-financing



IFRS Budget of **EUR 2.0bn**
without any public funding

IFRS: International Financial Reporting Standards

TODAY ... AN AREA WITH SOME 700M INHABITANTS

39 European member states

Belgium • Germany • France • Luxembourg
Netherlands • Switzerland • United Kingdom
Sweden • Italy • Austria • Liechtenstein • Greece
Spain • Denmark • Monaco • Portugal • Ireland
Finland • Cyprus • Türkiye • Bulgaria • Czech Rep.
Estonia • Slovakia • Slovenia • Hungary • Romania
Poland • Iceland • Lithuania • Latvia • Malta • Croatia
Norway • North Macedonia • San Marino • Albania
Serbia • Montenegro

One European extension state

Bosnia and Herzegovina

Six validation states

Republic of Moldova • Morocco
Tunisia • Cambodia • Georgia • Costa Rica



FIRST JOB OPPORTUNITY FOR THE NEXT GENERATION OF IP PROFESSIONALS

EPO, via the **Pan-European Seal Young Professionals Programme (Pan-Seal YPP)**

- co-operates with university partners in fostering IP learning,
- promotes a vibrant IP culture in Europe for knowledge and innovation-based growth,
- offers an attractive/competitive first employment opportunity for young professionals at the EPO,
- grows IP talents and supports the development of IP expertise across Europe.



Every year 100 graduates from partner universities join the EPO, bringing background in different areas:



Science and engineering



Information Technologies



Human resources and business administration



International relations and communication



Economics and finance



Law

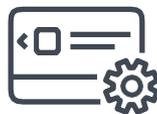
HIGHLIGHTS OF THE PROGRAMME



First employment
experience



Possibility of
extension from
one up to three
years



Coverage by
EPO social
security scheme
(including private
health insurance)



Salary conditions
(ca. € 2 300 net
monthly in the
first year, rising
to ca. € 3 300 net
in the second
and third year)



Opportunities for
secondments in
the third year

RECRUITMENT CRITERIA



Nominated by the
partner university



National of an
EPO member
state



Excellent in at
least one EPO
language (English,
French, German)



Bachelor degree
level or higher

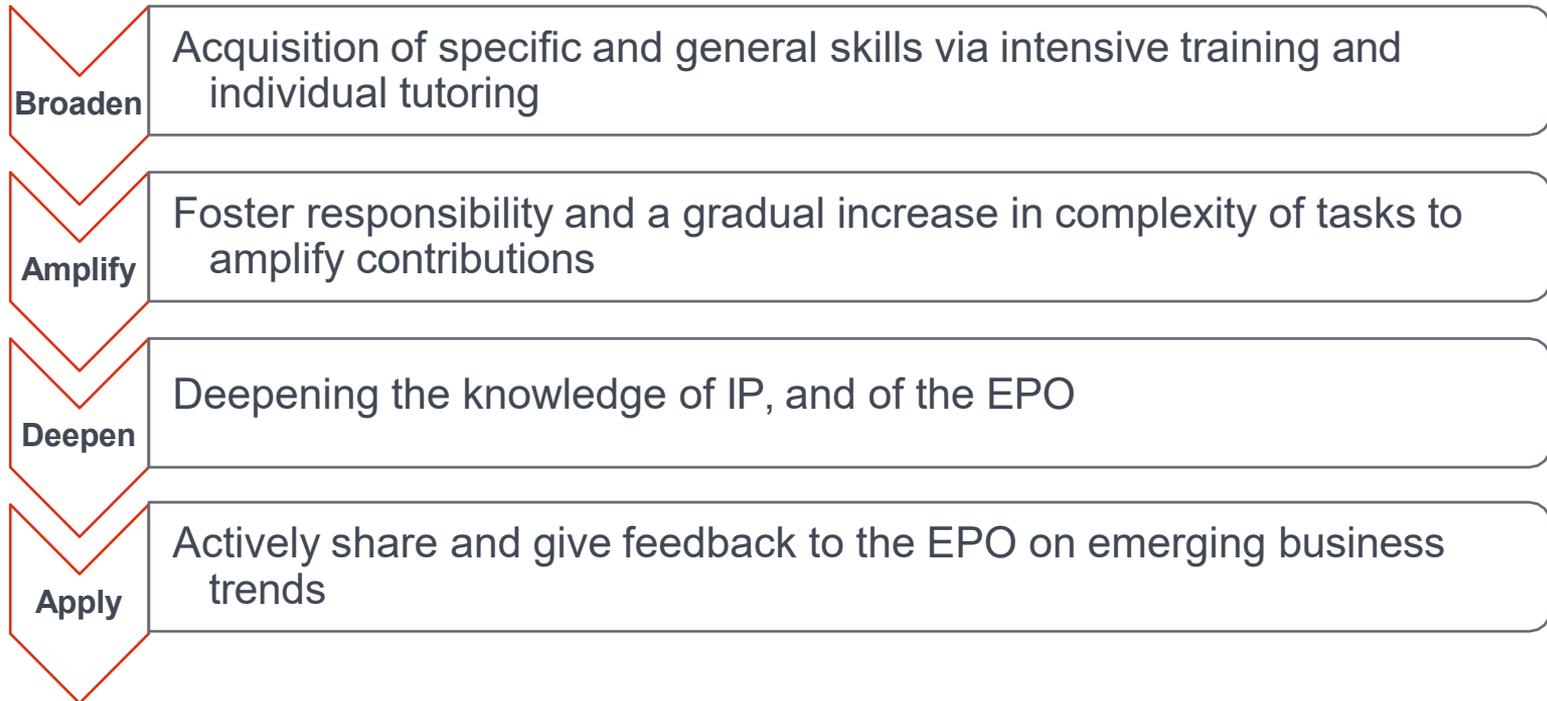


No previous
professional
experience
required

Interested?
Ticking all the boxes?

[Apply
here](#)

CONTINUOUS DEVELOPMENT OF YOUNG PROFESSIONALS' SKILLS



DIVERSITY & INCLUSION AT EPO

- The EPO fosters an inclusive and diverse workplace, celebrating differences in every aspect of our work.
- We ensure fair and equal opportunities for all employees, regardless of nationality, belief, gender, origin, health, or sexual orientation and identity.
- We actively encourage universities to propose candidates from diverse backgrounds.
- We strongly advocate for shortlisting candidates with special needs and offer tailored support to help them thrive in our workplace.

Our networks



Intercultural Network



Special Needs Network



Women's Network

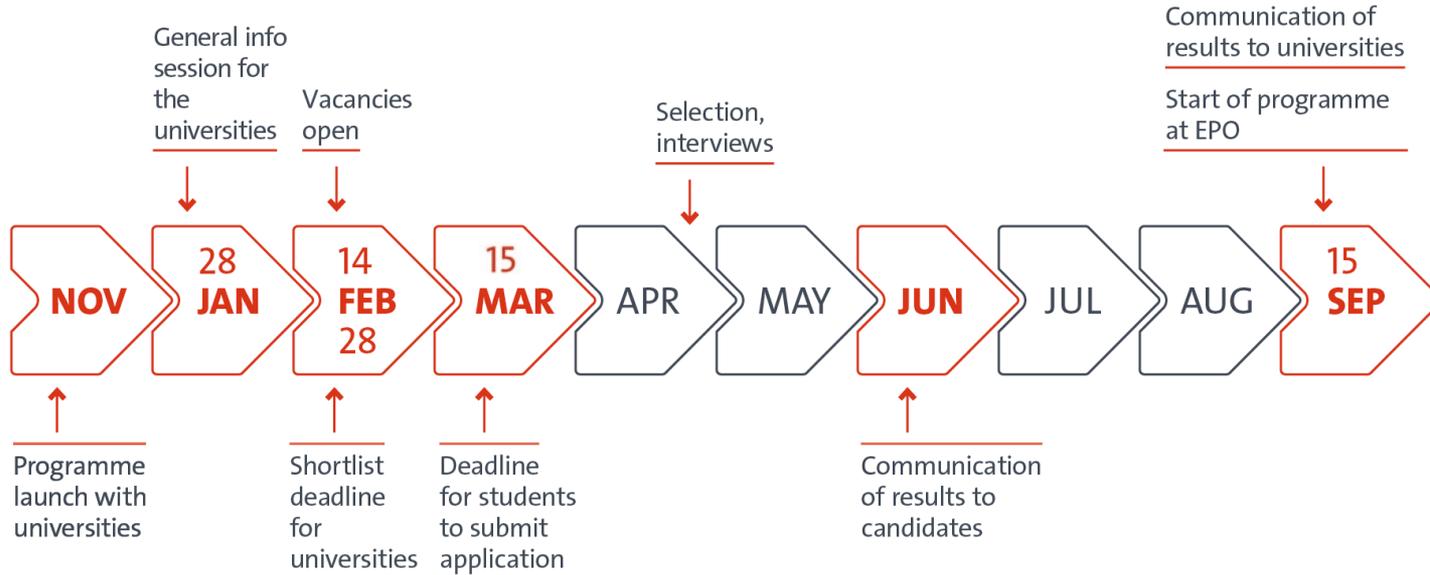


Rainbow group

Our partners



Timeline



SUMMARY – PES PROGRAMMES AT EPO AND EUIPO

TOPIC	EPO	EUIPO
Formal requirement nationality	EPO member states	EU countries + 10 % outside EU (from all around the world)
Sites	Munich, The Hague, Berlin, Vienna, Brussels	Alicante Brussels and Luxembourg (2 posts)
Duration	1 + 2 years extension upon selection	1 year
Compensation	Ca 2200 EUR net in year 1 Ca 3300 EUR net in year 2 and year 3 Severance grant upon the programme end	1 200 EUR net
Status & Insurance	Status of internal employee, private international insurance	Status of trainee, insurance needs to be covered by each trainee (public or private, with EU health insurance card)
Participants hired as employees after the programme (as of July 2022)	14	n/a