

# Senior / Lead Consultant - International Research Team (IRT)

**Department:**  
Ecorys Global

**Location:**  
03, Warsaw

The International Research Team (IRT) at Ecorys Poland is currently seeking **highly motivated Senior/Lead Consultants** with strong evaluation and research skills to help expand our portfolio for EU and European institutions, as well as international organisations and donors (e.g. OECD, UN, World Bank).

**Deadline:**  
17-03-2026

We are looking for **subject-matter experts** in one or more of the following areas:

**Country:**  
Poland

- **Social policy**
- **Occupational safety and health (OSH) and working conditions**
- **Green energy, climate action and the just transition.**

We welcome applications from candidates specialising in any one of these areas; expertise across two or more areas is an advantage, but not required.

## **About the company and the Team:**

Ecorys is a leading European provider of research and consulting services to the public sector. With offices in Belgium, the Netherlands, Spain, the UK, Croatia, Bulgaria and Poland, we deliver monitoring and evaluation, research, technical assistance, grant management, and capacity building in over 100 countries. We work for clients including the European Commission, the European Parliament, key EU agencies, the United Nations, national and regional governments, and other international organisations.

Ecorys Poland has been part of the Ecorys Group since 1997 and is based in Warsaw. The company is a national market leader in evaluation and provides a wide range of research, consultancy, and project management services. Within Ecorys Poland, the International Research Team (IRT) focuses on delivering work for international clients in Europe and beyond. Our portfolio includes, inter alia, EU-wide studies for the European Commission and EU agencies (DG EMPL, DG HOME, DG RTD, DG ENER, EUROFOUND, EU-OSHA, ACER), evaluations for UN agencies (e.g. UNICEF), and assignments for other international actors (OECD, bilateral and multilateral donors), as well as foreign policy advisory work for the European Parliament.

We conduct studies, including evaluations of public policies, across a range of thematic areas, such as social policy, employment and labour, occupational safety and health (OSH) and working conditions, and green energy, climate action and the just transition, alongside education, innovation, human rights, justice, and the rule of law.

## **About the role:**

As part of the International Research Team, you will be responsible for:

- Preparing and winning tenders for European and international clients;
- Developing research methodologies, undertaking high-quality research and preparing reports for European and international clients;
- Developing expertise within the company on a wide array of policy areas, including those of interest to you and contributing to the development of our market strategies;
- Managing project teams and subcontractors, taking responsibility for meeting client needs within quality, time and budget constraints;
- Building and maintaining relationships with various key clients and stakeholder/partner organisations, including academics, NGOs and other actors.

## **Required experience:**

Across all three profiles, we are looking for candidates who meet the following core requirements:

- Strong academic background: Master's degree (or equivalent) in a relevant field (e.g. economics, public policy, sociology, political science, law, social policy, environmental/climate or energy studies); PhD (ongoing/completed) is an asset.
- Substantial professional experience in public policy research and/or evaluation (consultancy, academia, public administration, international organisations, social partners/CSOs); EU-level work highly valued.
- Strong analytical skills and excellent knowledge of quantitative and qualitative methods (e.g. surveys, interviews/FGDs, comparative analysis, administrative/large datasets).
- Proposal development experience (EU tenders/grants) is highly desirable.
- Excellent English (C1/C2) writing skills; writing sample/publications may be requested.
- Proactive, self-managed, and motivated to contribute to business development.

**Profile 1: Social policy (requirements)**

- Proven expertise in social policy (e.g. social protection, inclusion, poverty/inequality, gender, migration/integration, employment services, skills, education/training).
- Experience with policy evaluation and evidence synthesis (e.g. intervention logic, ToC, indicators, effectiveness/efficiency).
- Ability to work with social and labour market data (e.g. Eurostat/LFS/SILC, administrative datasets, programme monitoring data) and translate findings into policy recommendations.
- Experience engaging with social partners/stakeholders (ministries, agencies, NGOs, trade unions/employers' organisations) is a plus.

**Profile 2: OSH & working conditions (requirements)**

- Proven expertise in occupational safety and health (OSH) and/or working conditions policy (e.g. prevention, risk management, occupational diseases/accidents, psychosocial risks, enforcement and inspection systems, new forms of work).
- Strong understanding of EU OSH policy landscape and how EU requirements translate into national frameworks (regulatory mapping, implementation gaps, enforcement mechanisms).
- Experience designing/using OSH-related evidence (e.g. surveys, incident/claims data, inspection data, administrative datasets) and producing clear, defensible analytical conclusions.
- Prior work with EU-OSHA or comparable OSH institutions/initiatives is a strong advantage.

**Profile 3: Green energy, climate action & just transition (requirements)**

- Proven expertise in green energy / climate policy / just transition (e.g. renewables, energy efficiency, decarbonisation pathways, industrial transition, circular economy; social impacts of transition).
- Experience assessing policy instruments and implementation (e.g. regulatory frameworks, incentives, funding mechanisms, governance).
- Ability to analyse energy/climate datasets and modelling outputs (or work effectively with technical experts) and translate complex material into policy-relevant insights.
- Experience with EU climate/energy policy context and/or donor-funded programmes in the energy/climate space is a plus.

**What we value:**

- Talented social research enthusiasts;
- Characteristics of being bright, resilient, detail-oriented, a critical and strategic thinker who can solve complex issues and propose innovative solutions;
- Ability to work independently on multiple priorities and meet deadlines, while also being a good team player;
- Committed to building a strong and flexible team with energy and ability to deliver the results;
- Ability to develop effective long-term relationships with stakeholders.

**What we offer:**

- Friendly and flexible work environment with the possibility of remote work;
- Diverse and inclusive culture where mutual support, team work and respect are highly valued;
- Opportunity to work on a diverse portfolio of projects in regard to topics, clients and locations;
- Attractive bonus system.
- Remuneration details for this position will be communicated in compliance with applicable Polish legal requirements prior to entering into an employment relationship;

**How to apply:**

If you are interested in the above-described position, please apply via our online application by end of day Monday 16th March. Please attach your CV (including references/ descriptions of the previous projects and/or publications, if available).