

Principal Consultant - EU Health Policy

Ecorys is a global research-based consultancy committed to helping our clients make a meaningful impact on society. We are a leader in research and consulting, programme management, communications, and monitoring and evaluation. Our work provides the evidence and strategic insights needed to address the most pressing societal challenges across Europe and beyond. We are proud of our reputation for delivering high-quality, thought-provoking work that informs public policy and programme delivery. As an independent, employee-owned company, we combine a strong sense of purpose with professionalism and integrity.

With over 600 colleagues representing more than 40 nationalities and speaking over 30 languages, we work in more than 150 countries across the globe. Our offices span the UK, Netherlands, Belgium, other EU capitals, India, and Africa.

Role

We are looking for a *Principal Consultant* to join and help lead our expanding *Health Policy* team, with a strong focus on EU-level work. Based in our Rotterdam office (or another Ecorys EU location), you will play a strategic role in winning and delivering complex assignments for EU clients such as the European Commission (e.g. DG SANTE, HaDEA), the European Parliament, and other EU institutions.

As a senior member of the team, you will support the Sector Leader and contribute to the long-term growth of the health portfolio. You will be responsible for securing new business, managing large-scale projects and frameworks, and ensuring high-quality research, evaluation, and consultancy services. This role also includes oversight of technical delivery, strategic client engagement, team development, and commercial performance.

Key responsibilities

As Principal Consultant, you will:

- Lead high-profile and complex EU projects in health policy, ensuring delivery is on time, within budget, and of exceptional quality.
- Provide strategic input and quality assurance on methodology design, research planning, budget structures, and project reporting.
- Drive business development, including the preparation of successful tenders and the development of long-term client relationships across the EU institutional landscape.
- Actively develop new market areas and strengthen the visibility and competitiveness of our health portfolio in existing ones.
- Manage and mentor high-performing project teams, including internal colleagues, external experts, and partner organisations.
- Play a key role in the financial oversight of the portfolio, ensuring projects meet profitability and quality standards.
- Contribute to the knowledge development of the health team by promoting best practices and supporting staff development.
- Work collaboratively with colleagues across Ecorys offices to share insights, co-develop services, and strengthen inter-office cooperation.
- Provide mentoring and possible line management to consultants.

Your profile

We are looking for someone with:

- At least 10 years of experience in research consultancy, with a minimum of 5 years focused on EU health policy analysis, evaluation, and project delivery.
- A strong track record of winning and managing high-value contracts for EU institutions, including leadership of successful proposals and framework contracts.
- Demonstrated ability to lead multidisciplinary and international teams, with experience managing complex projects or portfolios.
- In-depth expertise in EU health policy and excellent methodological knowledge of evaluations and impact assessments aligned with the Better Regulation Guidelines.
- Experience with stakeholder engagement, client management, and cross-sector partnerships, including work with academia, NGOs, and industry.
- A Master's degree (or higher).

- Outstanding verbal and written communication skills in English. Dutch and other EU languages are a plus.
- A strategic mindset, entrepreneurial drive, and a commitment to developing talent and delivering meaningful impact through consultancy work.

Our offer

Ecorys offers:

- A dynamic, international working environment with highly motivated colleagues.
- The chance to work on impactful, high-profile EU projects that make a difference.
- A high degree of flexibility and autonomy, including hybrid working arrangements.
- Competitive salary based on experience and qualifications.
- An excellent and flexible pension scheme.
- 30 days of annual leave, with the option to buy or sell additional days.
- The opportunity to become a shareholder in our employee-owned company.
- Ongoing opportunities for professional development and career growth.

At Ecorys, you will join a diverse and talented team of professionals who are passionate about their work and committed to delivering excellence. We foster a collaborative and inclusive culture, where your ideas and contributions will be valued.

How to apply

Please submit your CV and motivation letter in English through our online application form. Early applications are encouraged and will be reviewed on a rolling basis.

Only candidates meeting the essential criteria will be shortlisted. A tailored cover letter outlining your relevant experience is required.

While our Rotterdam office is the preferred location for this role, we welcome applications from candidates based in other Ecorys EU offices. Please note that this role is not available on a fully remote basis.