

Consultant / Senior Consultant - International Research Team (IRT)

Department:
Ecorys Global

Location:
03, Warsaw

The International Research Team (IRT) at Ecorys Poland is seeking a highly motivated Consultant/Senior Consultant with strong research and evaluation skills to support and expand our portfolio for EU and European institutions, as well as international organisations and donors (e.g. OECD, UN, World Bank). We deliver policy studies and evaluations across a wide range of areas, including energy and climate, employment and social policy, education, innovation, human rights, justice and the rule of law.

Deadline:
16-03-2026

Country:
Poland

Through this vacancy, we are particularly seeking candidates with proven expertise in **Justice and Home Affairs (JHA)** and a strong ability to work with **EU legal and policy frameworks**.

We welcome applications from candidates with experience in one or more of the following areas:

- Migration, asylum, integration and return policies.
- Borders, Schengen governance and mobility.
- Internal security (e.g. organised crime, trafficking in human beings, terrorism prevention, radicalisation).
- Fundamental rights, rule of law and access to justice.
- Judicial cooperation and justice systems (including victims' rights and procedural safeguards).
- Data protection, digitalisation and emerging technologies in justice/security (where relevant).

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. Our clients include the European Commission, the European Parliament, 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 International Research Team (IRT) focuses on delivering work for international clients in Europe and beyond. Our portfolio includes EU-wide studies for the European Commission and EU agencies (e.g. DG HOME, DG EMPL, DG RTD, DG ENER, EUROFOUND, EU-OSHA, ACER), evaluations for UN agencies (e.g. UNICEF), assignments for other international actors (OECD, bilateral and multilateral donors), as well as advisory work for the European Parliament.

About the role

As part of the International Research Team, you will:

- Contribute to the preparation and winning of tenders for European and international clients (technical inputs, methodology, budgeting support, coordination with partners);
- Design research and evaluation methodologies and deliver high-quality evidence (qualitative and quantitative);
- Produce clear, well-structured deliverables in English (e.g. inception reports, methodological notes, interview/focus group guides, analysis and policy recommendations);
- Conduct and/or contribute to **legal and policy analysis** (e.g. EU acquis mapping, regulatory reviews, implementation and compliance assessments);
- Support project management and coordination of project teams and subcontractors, ensuring delivery within quality, time and budget constraints;
- Engage with stakeholders (EU institutions/agencies, ministries, NGOs, academics and practitioners) and contribute to stakeholder mapping and consultation activities;
- Help strengthen in-house expertise in JHA and contribute to market and business development activities.

Required experience

We are looking for candidates who demonstrate:

- Strong professional background in **Justice and Home Affairs**, including human rights, justice and the rule of law, and familiarity with relevant EU policy and regulatory frameworks;
- A **strong academic background**: Master's degree (or equivalent) in **law (preferred)**, political science, sociology, public policy or a related discipline; PhD (ongoing/completed) is an asset;
- Solid experience in policy research and/or evaluation (consultancy, academia, public

administration, international organisations, NGOs/CSOs); experience with EU-level work is highly valued;

- Excellent command of qualitative and quantitative research methods (e.g. interviews/FGDs, surveys, desk research, comparative analysis, administrative datasets);
- Strong English writing skills (C1/C2); candidates may be asked to provide writing samples/publications; knowledge of additional languages is an advantage;
- Experience working with/for EU institutions, EU agencies or other international organisations in the JHA field is a strong advantage;
- Proposal/tender development experience (EU tenders/grants) is highly desirable;
- Strong organisational skills, attention to detail, and a proactive approach to work; project management experience is a plus.

What we value:

- Evidence-driven mindset and curiosity for public policy;
- Critical and strategic thinking; reliability and resilience under deadlines;
- Ability to work independently on multiple priorities while collaborating effectively in a team;
- Strong communication skills and the ability to build constructive relationships with stakeholders;
- Talented social research enthusiasts.

What we offer:

- Friendly and flexible work environment, with the possibility of full remote work;
- Diverse and inclusive culture where mutual support, teamwork and respect are highly valued;
- Opportunity to work on a diverse portfolio of projects across topics, clients and geographies;
- Attractive bonus system;
- Remuneration details 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).