

# Senior Consultant - EU Business Development & Tender Acquisition

**Department:**  
Ecorys Belgium

**Location:**  
Brussels

Ecorys is a leading international research and consultancy company addressing society's key challenges. We combine our deep knowledge of the societal challenges and our extensive skills and expertise to make genuine sustainable change happen. We offer our services across the full policy cycle to our clients who are decision makers in the public and third sectors. We advise on the options and consequences of change options. We support clients to implement and communicate change and manage the consequences.

Ecorys is a company with strong European roots and international presence. With offices in 10 countries, we employ over 500 people working alongside external experts and associates in countries throughout the world.

## **Role**

Ecorys Brussels is looking for an experienced consultant to strengthen business development within our Policy & Research team. This is a business development-heavy, hands-on expert role, focused on leading and preparing competitive tenders for the European Commission and other EU institutions.

You will play a key role in increasing Ecorys' success rate on EU service contracts [\[ES1\]](#) by shaping strong technical proposals, leading bid teams, and translating policy expertise into clear, compliant and convincing offers. While the role is primarily business development-oriented, it remains firmly anchored in the work carried out across our four sectors (Resilient Economies, Region and Cities; Climate Energy & Environment; and Food Systems), drawing on technical expertise and lessons learned from past sectoral experience.

The position is open to candidates based or willing to work in Belgium, Spain, Italy, Croatia, Bulgaria or Poland, working closely with the Ecorys Brussels team and the wider Ecorys European network.

## **What you will do**

- Lead and coordinate the preparation of EU tenders and framework contract requests, acting as technical lead and/or proposal manager for tenders ranging from small size (from 100k€) to large complex projects (up to 10 Mln €).
- Contribute to go/no-go decisions, risk assessment and pricing discussions in close collaboration with the business unit leadership.
- Build and manage consortia, identifying and engaging strategic partners and key experts.
- Take ownership and design winning proposal strategies, understanding and addressing the evaluation criteria, structuring convincing technical narratives and ensuring compliance with all requirements.
- Design, articulate, and draft robust methodological approaches (studies, evaluations, impact assessments, technical assistance) that are clear, coherent, and methodologically credible in light of the specific EC requirements.
- Coordinate internal teams, partner organisations and external experts during the bid process and provide critical review and quality control of their inputs. Strengthen internal bid standards by contributing to reusable methodologies, knowledge assets and proposal development tools.
- Mentor and coach junior colleagues on EU tendering, proposal writing and methodological design.
- Contribute to Ecorys' internal knowledge base and strategic thinking on Policy & Research services.
- Depending on workload and interest, contribute to or oversee selected project tasks, ensuring strong links between delivery experience and proposal development.

## **Your profile**

### **Essential**

- At least **7 years of professional experience**, with a strong track record in **preparing and leading tenders for the European Commission or other EU institutions**.
- Strong **generalist profile** across EU policy areas, with the ability to quickly grasp new policy domains.

- Excellent understanding of **EU institutional processes**, procurement rules and service contract requirements.
- Proven ability to translate complex policy and analytical concepts into **clear, persuasive proposal text**.
- Excellent command of **English** (written and spoken).
- Strong organisational skills, ability to manage tight deadlines and multiple parallel bids, while maintaining high quality standards.

#### **Desirable**

- Experience acting as **technical lead or proposal manager** on successful complex EU tenders.
- Solid knowledge of **evaluation, impact assessment and research methodologies**.
- Experience in building international consortia.
- Ability to mentor and quality assure the work of junior consultants.

#### **What we offer**

At Ecorys, you will join an international, employee-owned consultancy working on some of Europe's most important policy challenges. We offer a professional, collaborative and flexible working environment where expertise, initiative and quality are valued. -owned consultancy working on some of Europe's most important policy challenges. We offer a professional, collaborative and flexible working environment where expertise, initiative and quality are valued.

- A **full-time position** under a local employment contract in one of the eligible countries.
- A competitive salary, depending on experience.
- A strategically significant, business development-focused role with real influence on positioning, growth and win rates.
- Opportunities to shape methodologies, mentor colleagues and grow into a more senior BD or leadership role over time.
- A collegial, international team with strong links across Ecorys' European offices.
- An open culture that welcomes new ideas and collaboration
- A high degree of freedom and flexibility with hybrid working (up to two days remote per week)
- Development opportunities through training and knowledge sharing