



# PAN-EUROPEAN SEAL YOUNG PROFESSIONALS PROGRAMME AT THE EPO

EPO YOUNG PROFESSIONALS PROGRAMME TEAM | NOVEMBER 2024

## 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

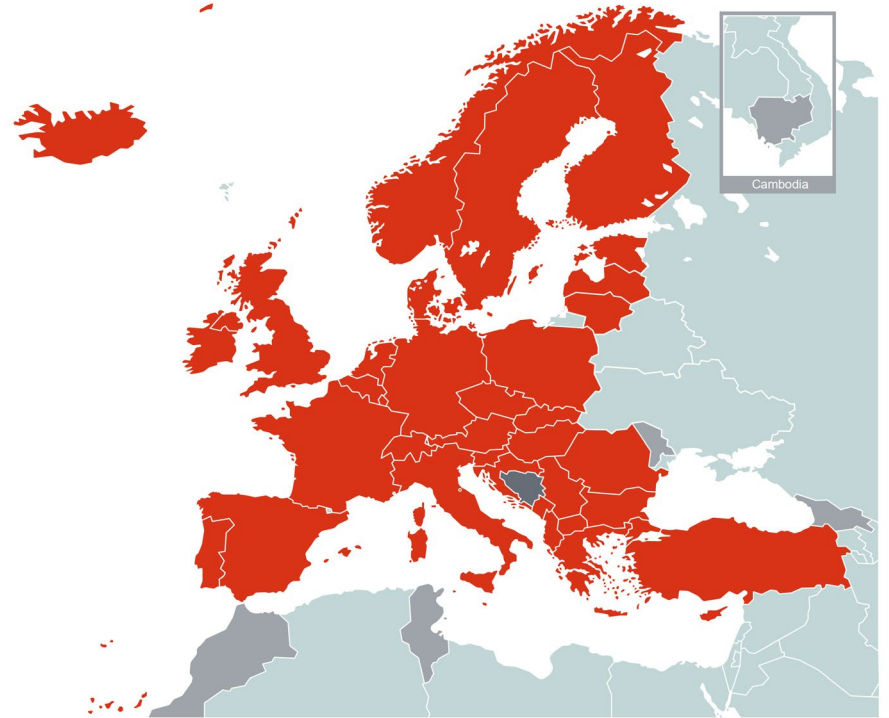
Belgium • Germany • France • Luxembourg  
Netherlands • Switzerland • United Kingdom  
Sweden • Italy • Austria • Liechtenstein • Greece  
Spain • Denmark • Monaco • Portugal • Ireland  
Finland • Cyprus • Türkiye • Bulgaria • Czech Rep.  
Estonia • Slovakia • Slovenia • Hungary • Romania  
Poland •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

### One European extension state

Bosnia and Herzegovina

### Five validation states

Republic of Moldova • Morocco  
Tunisia • Cambodia • Georgia



# 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

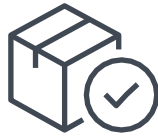


Law

## 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](#)

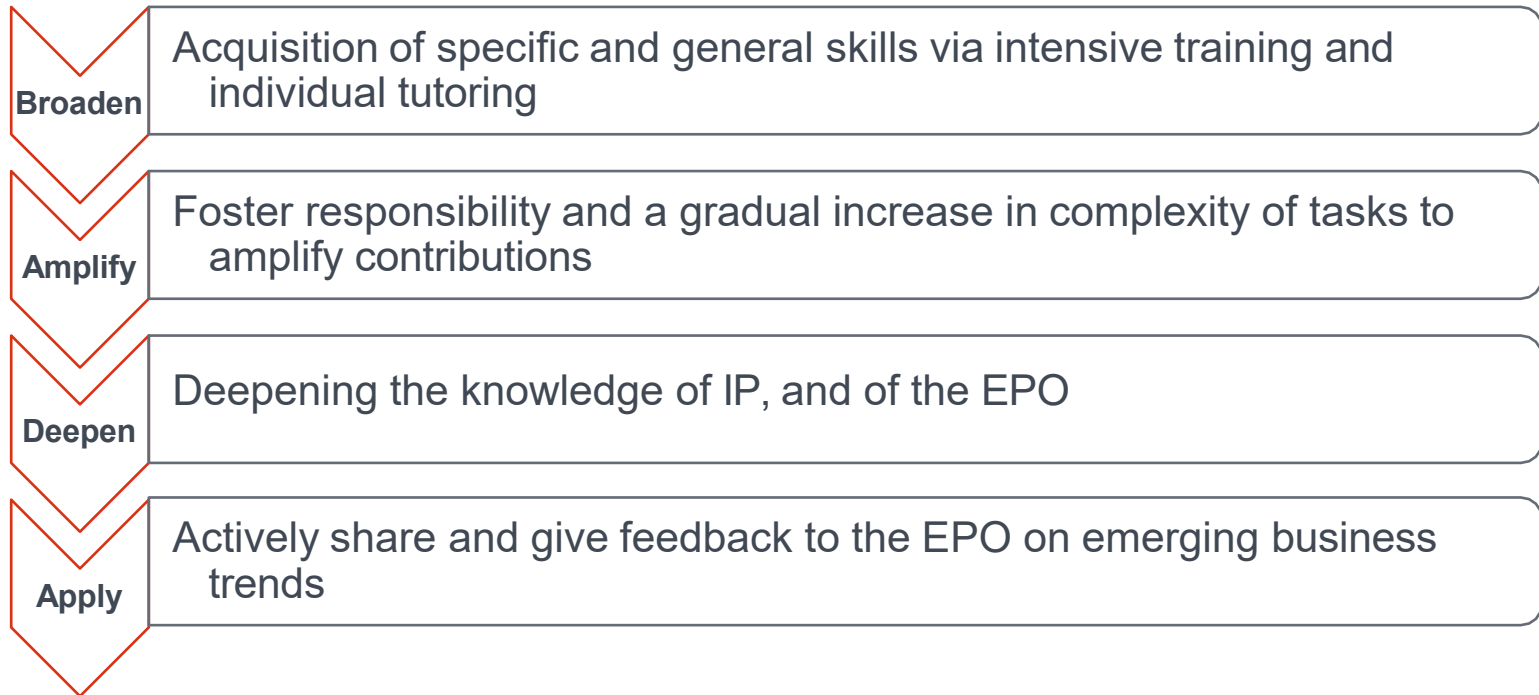
## ELIGIBILITY CRITERIA EXPLAINED



**Every shortlisted candidate who holds a nationality of one of the EPO member states is eligible to apply if:**

- already in hold of diploma degree (Bachelor / Master / PhD)
  - or for 5-year integrated Master programs, submit an attestation from the university confirming that the studies completed so far are equivalent to a Bachelor's degree (including the number of completed ECTS).
  - or candidates in the final year of their Bachelor's studies who expect to complete their degree by the start of the program must include information on the expected completion date in their application.
- Excellent proficiency in at least one EPO language (English, French, or German) is required. Working fluency will be assessed during interviews; no official certificate is needed.

## 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

