

PAN-EUROPEAN SEAL YOUNG PROFESSIONALS PROGRAMME AT THE EPO

EPO YOUNG PROFESSIONALS PROGRAMME TEAM | ALENA SIRONOVA & PERSIDA JOVANOVIC | EDITION 2026-27

THE EPO AT A GLANCE

Our mission



We provide patent protection for inventions in up to 46 countries on the basis of one single application

6 251

employees, of which around



4 005

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

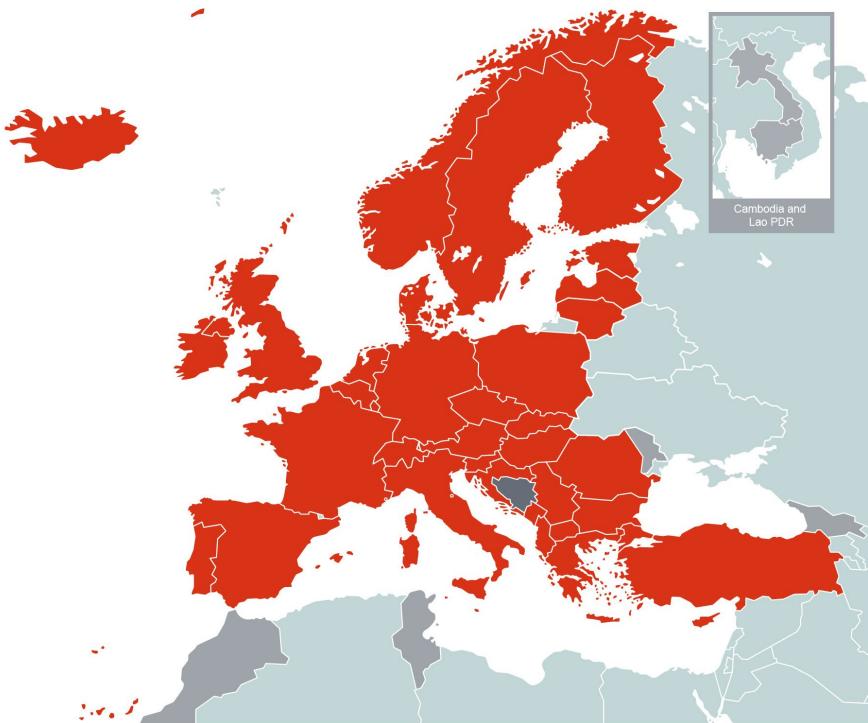
Belgium • Germany • France • Luxembourg
Netherlands • Switzerland • United Kingdom
Sweden • Italy • Austria • Liechtenstein • Greece
Spain • Denmark • Monaco • Portugal • Ireland
Finland • Cyprus • Türkiye • Bulgaria • Czech Rep.
Estonia • Slovakia • Slovenia • Hungary • Romania
Poland • Iceland • Lithuania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

One European extension state

Bosnia and Herzegovina

6 Validation states

Republic of Moldova • Morocco • Tunisia • Cambodia
Georgia • Lao People's Democratic Republic



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

WHAT WILL I DO AS A YOUNG PROFESSIONAL?

As a young professional,

you will join a dynamic environment for your first employment experience, contributing to **real projects** and **meaningful work** from day one.

You will apply your knowledge in practical situations, collaborate with experienced colleagues, and see the **impact of your ideas**.

Alongside **hands-on tasks**, you will benefit from structured **development opportunities** that help you grow professionally and personally, explore different business areas, and build a strong network for your future career.

In particular,

if you have a **STEM background** and join the **patent grant process**, you will take on complex technical and **intellectual challenges** that shape the future of innovation.

Working side-by-side with experienced patent examiners, you will gain **insight into cutting-edge technologies**, apply rigorous analytical thinking, and help **protect pioneering ideas** – developing skills that position you at the forefront of technological progress.

HIGHLIGHTS OF THE PROGRAMME



**First employment
experience**

Possibility of extension
from one **up to three
years**



New Ways of Working

The Office's System for
hybrid working – working
from the offices, home or
abroad.



**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 to
National Patent Offices
and PATLIBS** in the third
year (3-6 months)

*includes indemnity and severance grant (including accrued pension rights)

RECRUITMENT CRITERIA



National of an
EPO member
state



Bachelor degree
level or higher



Excellent in at least
one EPO language
(English, French,
German)



Confirmed by the
target university



No previous
professional
experience
required

Interested? Ticking all the boxes?

[Apply here](#)

PERSONALISED DEVELOPMENT AND CAREER GROWTH



Each Young Professional follows a **tailor-made development plan** combining IP, Patent Grant Process and soft-skills training.



YPs in the Patent Grant Process area receive a **comparable scope of training to that of patent examiners**, ensuring strong professional grounding.



A structured system of **learning paths** supports individual progression and offers **clear career orientation**.



Hands-on learning from day one – YPs contribute to real projects within their teams.



Continuous **guidance from a dedicated tutor** through feedback, goal-setting and professional mentoring.



Opportunities to **enhance language skills** in one of the EPO's official languages.

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 warmly welcome applications from students with diverse backgrounds, experiences and perspectives, and we provide personalised support to help everyone succeed and thrive in our workplace.

Our networks



Intercultural Network



Special Needs Network



Women's Network



Rainbow group

Our partners



Timeline

