

# PAN-EUROPEAN SEAL YOUNG PROFESSIONALS PROGRAMME AT THE EPO

EPO YOUNG PROFESSIONALS PROGRAMME TEAM | 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



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

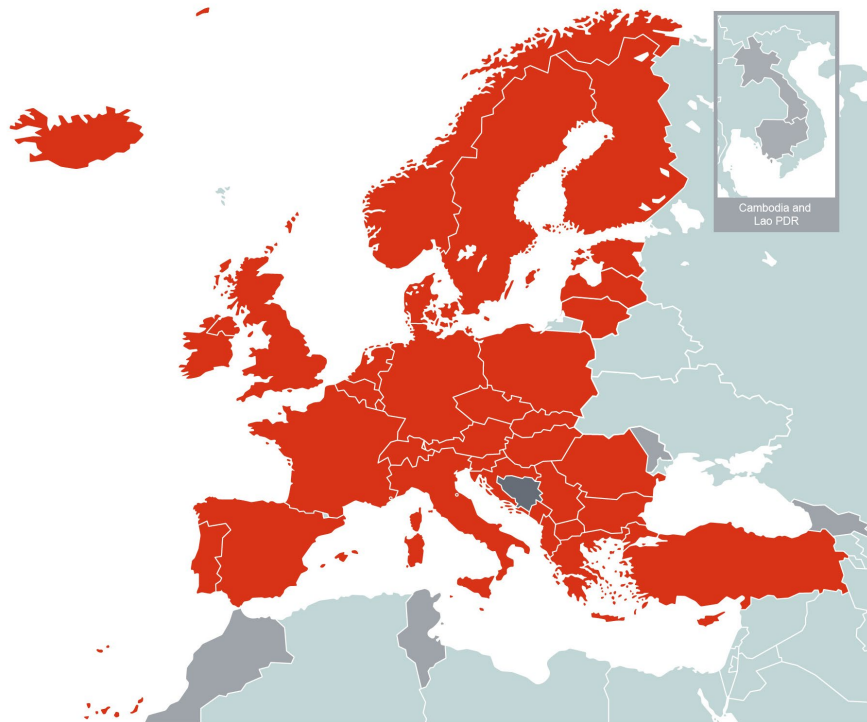
Belgium • Germany • France • Luxembourg  
Netherlands • Switzerland • United Kingdom  
Sweden • Italy • Austria • Liechtenstein • Greece  
Spain • Denmark • Monaco • Portugal • Ireland  
Finland • Cyprus • Türkiye • Bulgaria • Czech Rep.  
Estonia • Slovakia • Slovenia • Hungary • Romania  
Poland • 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)

**Financial outboarding  
package\*** of ca. €9 000  
after completing the first  
year of the Programme  
and ca. €40 000 upon  
completion the three-  
years of the Programme.

\*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

