

## About us

Founded in Brussels in 1983, CEPS (Centre for European Policy Studies) is a leading think tank and forum for debate on EU affairs, which has been consistently ranked among the top 10 world's best think tanks. CEPS' distinguishing features include its strong in-house research capacity and an extensive international network of partner institutes. CEPS' funding comes from a variety of sources, mainly research grants and public procurement, but also from membership and conference fees.

The Energy, Resources and Climate Change (ERCC) unit is one of CEPS' largest teams. Its main expertise includes, among others EU and international climate policy, the energy transition, resources and circular economy policy (including global value chains), sustainable product policy, carbon markets (including the EU Emissions Trading System (ETS)), energy-intensive industries and industrial transformation, energy security and EU electricity and gas markets. The work of the ERCC unit encompasses policy and project work, as well as regularly organising multi-stakeholder events.

## Description of the role

CEPS is looking for a Head of the Climate Programme to steer and further develop its work in this domain. Working closely with the Head of the ERCC Unit and the Head of the Energy Programme, the Head of the Climate Programme will drive research and fundraising activities in the climate domain with the objective of strengthening CEPS' outreach and further expanding this portfolio.

The position requires **a deep understanding of EU climate policy and an established professional network in this field**, with the expectation that the selected candidate will work across a range of domains within the climate policy area. The scope of the Climate Programme includes, but not limited to, carbon markets and carbon pricing instruments, including EU ETS, ETS 2, CBAM, and voluntary carbon markets; negative emissions and carbon dioxide removals; methane and other non-CO<sub>2</sub> emissions; industrial decarbonisation solutions (including for energy-intensive and hard-to-abate industries) and the climate components of industrial policy and cleantech; as well as the international dimension of EU climate action, including the UNFCCC process and the Paris Agreement. This list is non-exhaustive and may be further developed and complemented in collaboration with the ERCC management in response to policy developments.

In addition to candidates with a research background in think tanks or academia, CEPS also welcomes applications from experts from other sectors (e.g. industry, NGOs, consultancies) with in-depth knowledge of EU climate policy and a strong motivation to pursue a career in a policy research think tank.

CEPS is committed to provide independent research advice based on sound methodology and analysis. CEPS' commitment to independence is rooted in the individual integrity of its researchers, the diversity of its funding sources and its independence policy, which is supervised by a high-level Board of independent directors. CEPS does not have an institutional position. It encourages open, evidence-based, balanced discussion and competing ideas, both internally and with external stakeholders and policymakers. More information on the CEPS Integrity Statement can be consulted [here](#).

## Head of the Climate Programme

### Tasks and Responsibilities

The selected candidate will:

- Drive and coordinate the development of the CEPS ERCC Unit's Climate Programme.
- Conduct research activities in the field climate policy and industrial decarbonisation.
- Lead the acquisition of new projects to sustain stable and healthy funding for the Climate Programme, working closely with the Unit's management.
- Regularly publish research policy papers, studies, reports and op-ed-style commentaries.
- Represent CEPS and its work on climate policy in high-level meetings, conferences and policy forums.

### Your background, qualifications and skills

Our ideal candidate:

- You have a Master's degree or PhD in economics, environmental economics, climate policy, sustainability, international relations, business economics or political science, etc. and have developed expertise in the field of the climate policy.
- You have at least 10 years of experience and demonstrated knowledge in some of the following areas: EU and international climate policy, EU industrial decarbonisation policies, market and non-market climate policy instruments, carbon markets, EU carbon border adjustment mechanism, climate change governance. For details on specific research areas, please see the role description above.
- You have experience/a proven track record in leading or contributing to fundraising activities and take a proactive, positive approach to this work.
- You have an established network of contacts – EU and beyond – in the domains of climate policy and industrial decarbonisation.
- You can work independently but you also enjoy teamwork with senior and junior colleagues and are open to giving and receiving feedback.
- You have a strong work ethic and a commitment to respecting colleagues and deadlines.

### What CEPS offers

We offer full-time employment, initially for one year, which can then become permanent subject to performance. The salary will be in accordance with previous experience as well as the CEPS salary scale. We also offer a benefits package (group & hospitalisation insurance, meal tickets, public transport reimbursement, 20 days legal holiday entitlement per year plus additional two weeks during the

Christmas-New Year period when CEPS is closed, the possibility of teleworking in Belgium + 20 days per calendar year of teleworking from abroad).

We would like the preferred candidate to start in **Spring 2026**. The role will be based in Brussels.

## Career development prospects

This position will give you the opportunity to gain valuable skills, training and experience in a multidisciplinary setting. CEPS offers a Learning and Development Programme for all staff to develop the necessary skills for their position.

## More information

Further questions/enquiries regarding the position can be e-mailed to [alba.moroncabrera@ceps.eu](mailto:alba.moroncabrera@ceps.eu).

## Application and deadline

CEPS strongly values and actively pursues diversity. We especially encourage applications from female, LGBTQ+ candidates and candidates belonging to ethnic groups that are under-represented at CEPS.

Applicants are requested to:

- i) Complete and submit [this recruitment form](#) by **15 February 2026, 23:59 CET**;
- ii) Send their CV (in English) in pdf format to [applications@ceps.eu](mailto:applications@ceps.eu) by **15 February 2026, 23:59 CET** with 'Head of the Climate Programme' in the subject line. Please include the names and contact details of at least two referees (including your current or last employer).

Applicants are encouraged to apply as soon as possible as **applications will be assessed on a rolling basis**. Interviews are expected to begin in the last week of February.

Pre-selected candidates are invited to a short online interview. Based on these first interviews, shortlisted candidates will be invited to an in-person interview. Short interviews will be scheduled in the week starting **23 February 2026**. Full interviews will be held in **early March 2026**.

**Only shortlisted candidates will be contacted for an interview.** CVs and the personal data of non-selected candidates are not shared with anyone outside CEPS and will be deleted immediately after the recruitment process. For more information, read our privacy policy available on the CEPS website.

*Even if you do not strictly have all the necessary competences for this role but you believe your experience and skills could be valuable and enable you to fulfil the tasks required, we would still highly recommend that you submit an application. If you are successful but not an EU citizen, CEPS will work closely with you to ensure that all relevant documentation and immigration processes are completed to enable you to work in Belgium.*