

JOB OFFER



Recruitment of a full-time director (m/f/d)

Deadline for submission: 25 May 2026

Job vacancy at the OSE

The European Social Observatory (*Observatoire social européen*, OSE), a non-profit organisation founded in 1984 and situated in Brussels, analyses the impact of European integration on social and employment policies, working in close collaboration with the Belgian and European public authorities, as well as with think tanks, the academic community, trade union organisations and civil society. The OSE conducts comparative research, formulates political proposals and acts as a forward-looking think tank. In July 2014, the Belgian Federal Science Policy Office (BELSPO) recognised the OSE as a scientific institution, thereby acknowledging the quality of its independent research. Since 2016, the OSE has been consistently ranked, by the University of Pennsylvania, among the 100 best independent social policy think tanks worldwide.

Our multidisciplinary and multilingual research team covers the following areas of expertise: employment and labour markets; healthcare; in-work poverty, poverty and social exclusion; job quality and working conditions; social dialogue; the digital and socio-ecological transitions; and social protection. Over the years, the OSE has also gathered expertise in such cross-cutting areas as equal opportunities and non-discrimination, the EU's socio-economic governance, the European Green Deal and European pandemic recovery (see the OSE website for further details: <https://www.ose.be/>).

Position

The OSE is seeking to hire a Director (M/F/D) on a full-time basis with a permanent contract. S/he will run a team of around 12 staff members and will work closely together with the financial and administrative manager. The selected candidate will have a wide range of responsibilities and therefore occupy a central position at the OSE, which offers a great opportunity to develop a broad network, including through oversight of several Belgian and EU-funded projects. The position will be located in Brussels and will be carried out in a multicultural and multidisciplinary context.

Profile

We are looking for a candidate with strong interpersonal skills and proven ability to solve problems. The person should be proactive, team-oriented, and have a drive for excellence. The candidate should be able to work autonomously, to lead a diverse research community, to apply the internal regulations, have good analytical and communication skills and be ready to develop a strategy for research activities on a European scale. S/he should be willing to work in a complex working environment.

Responsibilities

- *Oversee the sound financial management* of the OSE: contribute to finding sufficient financial resources, overseeing the budget and the annual accounts, in collaboration with the project/ financial manager.
- *Day-to-day guidance, supervision and management* of the researchers, administrative team and regular interns, inspiring the team to achieve excellence and ensure a good working environment.
- *Setting a research strategy* – together with the research team and in accordance with the guidance provided by the OSE governing bodies (Board of Directors and General Assembly) – in the areas of expertise covered by the OSE (see above).
- *Facilitating the deployment of the research strategy* into research projects, by preparing responses to Belgian and European calls for tender and developing proposals with the research team and the project and financial manager.
- *Organise and direct the activities* (research, events, training) of the OSE, promote innovation and the visibility of activities, including by furthering the communication strategy.
- *Represent the OSE* and develop partnerships with a view to ensuring visibility and stable funding for the institute.

Knowledge, skills and expertise

The successful candidate will have:

- A strong academic background (Master or PhD) and a good academic reputation, with a proven track record of publications within the broad range of labour market and social policies covered by the OSE.
- Familiarity with the Belgian context and in-depth knowledge of the European institutional system.
- At least ten years of relevant professional experience in areas relevant to the OSE research activity, including at least five years of experience in heading up research projects and leading teams in a European context.
- Strong leadership, people management skills and well-established experience in leading multicultural and diverse teams.
- A proven track record of obtaining funding for national and EU projects.
- Experience in managing financial resources, including overseeing budgeting and internal control.
- Familiarity with the various European budget lines and Belgian funding opportunities would be an asset.
- A good command of English and French (spoken and written); knowledge of Dutch (or the willingness to learn it) is an asset.

The successful candidate will be:

- Familiar with the Belgian and European trade union movements, which have been key players in the OSE's history and are firmly embedded in the OSE's institutional setup.
- Able to meet agreed and set deadlines.
- Willing to commit to a strong societal-based project and ensure that the OSE pursues its research agenda according to the highest standards of quality and scientific independence.
- Based in Brussels or be willing to relocate to Brussels.
- Willing to travel, within Europe, on a regular basis.
- Able to work in a team and be a team player but able to take decisions alone when necessary.

Employment conditions

The OSE is an equal opportunities employer and offers a dynamic working environment, combining excellent scientific standards with close contact with Belgian and European political decision-makers and a range of social policy stakeholders.

We offer you:

- A full-time open-ended contract in a multilingual, multidisciplinary and dynamic environment to start on 1 October 2026, or soon after.
- An active role in an excellence-driven research environment close to policymaking and EU stakeholders.
- Remuneration according to the Belgian academic pay scale, and in line with qualifications and experience.
- An attractive package of fringe benefits: reimbursement of transport costs, meal vouchers (after six months), green vouchers (*ecocheques*), hospitalisation insurance and a supplementary pension (group insurance).
- Working in Brussels and have the opportunity for regular telework in a hybrid working environment.
- A stimulating working environment with a range of possibilities for intellectually challenging work.
- Opportunity to grow professionally, including through training and professional development, relevant to the position.
- A rich organisational culture and respect for work-life balance needs.

Please send your CV and a motivation letter in English, by **25 May 2026**, by email, to:

Mr Oleg Bernaz, President of the Board of Directors

obernaz@fecasbl.be

and Ms Rita Tomioka, Administrative assistant

tomioka@ose.be

Or by regular mail:

Mr Oleg Bernaz, President of the Board of Directors

c/o Ms Rita Tomioka, Administrative assistant

European Social Observatory, ASBL

Rue du Luxembourg 3

B-1000 Brussels

Candidates will be invited to submit a written contribution for the 8 of June. The face-to-face interviews are scheduled for the 19 or the 22 of June 2026.

GDPR: to comply with data protection laws, the OSE does not retain unsuccessful applications. Your application will be dealt with in total confidence. For more info, contact Rita Tomioka: tomioka@ose.be