

Junior Consultant (Climate and Industrial Policies)

Employer: BACC (Business Advisers on Climate & Competitiveness)

Location: Brussels, hybrid, full-time (permanent)

Starting date: October 2026

About BACC

Bringing back industrial competitiveness through effective climate policy

We are a Brussels-based public affairs agency focused on climate, energy and industrial competitiveness policy. We help early movers shape EU policy through strategic lobbying, coalition-building and policy intelligence. We work across the full policy stack that decides whether a sustainable business case in heavy industry flies or fails in Europe. Our focus includes, but is not limited to: carbon markets, electrification, affordable clean electricity, trade and climate, sustainable chemicals, and cleantech.

We run the secretariat of the Business for CBAM Coalition, which brings together companies and business associations that provide practical solutions to the EU institutions on how to strengthen the EU Emissions Trading System (EU ETS or ETS1) and Carbon Border Adjustment Mechanism (CBAM).

The role

- Help extend the Business for CBAM Coalition's work beyond Brussels into priority Member States (France, Italy, Poland and Germany), supporting the delivery of public affairs and communications activities tailored to each national context.
- Monitor and analyse EU legislative developments and gather political intelligence across EU climate, industrial and energy policies.
- Support the organisation of events, roundtables and stakeholder meetings.
- Prepare and follow up on engagement with the EU institutions and national administrations.
- Contribute to advocacy and campaign activities.
- Support coalition membership meetings and day-to-day member engagement.

Who we are looking for

We are a small and growing team, so personal qualities matter as much as technical knowledge. The essential attributes we are looking for are:

- At least 6 months of experience in EU public affairs, whether through an internship, traineeship, or first role in an agency, association, EU institution, or in-house team.
- Fluent in French and English. Fluency in German or Polish is an asset.

- A genuine interest in EU climate, energy, and industrial policy, and the motivation to build real expertise on EU ETS and CBAM.
- A self-starter who is willing to take ownership.
- Adaptable and able to manage several files and tasks as priorities shift.
- A collaborative team player, well suited to a small and close-knit team.
- Curious and willing to learn, with the motivation to grow into the policy detail.
- Reliable, well-organised, and consistent in following through.
- Familiarity with the EU institutions and the Brussels policy environment.
- A degree in a relevant field, including but not limited to European affairs, political science, law, economics, or environmental policy.
- Candidates must already be eligible to work in Belgium.

What we offer

- A permanent, Belgian full-time contract starting October 2026.
- A gross annual salary of approximately €40,000 to €44,000, calculated on a 13.92-month basis (including the 13th month and double holiday pay), excluding net benefits, commensurate with experience.
- Additional net benefits include: meal vouchers, hospitalisation insurance, a homeworking allowance, an internet allowance, and reimbursement of public transport costs.
- A hybrid working arrangement based in Brussels.
- A unique opportunity to work with some of the most amazing early movers in the EU's heavy industry and exposure to high-profile EU climate and industrial policy files, and to work across several Member States.
- The chance to grow within a small, ambitious team and to build real expertise on the ETS, CBAM, and the wider industrial transition.
- A collaborative and supportive working environment.

How to apply

Please send your CV and a cover letter (maximum one page) to contact@bacc.eu. Applications are reviewed on a rolling basis, so we encourage you to apply early.

If you do not tick every box but believe you would be a good fit, we still encourage you to apply. By applying, you agree that we may process your personal data for the purposes of this recruitment process, in line with the GDPR. Your data will be kept confidential and will not be shared outside BACC. We are committed to equal opportunity and welcome applications from all qualified candidates, regardless of background.