

Vacancy: Safety Assessor (Junior Toxicologist), full time

Cosmetics & Personal Care – The Regulatory Company / PRIMS software

About The Regulatory Company & PRIMS

The Regulatory Company (TRC) is specialised in product safety and regulatory compliance for cosmetics and personal care products placed on the EU, UK, USA and Canada markets, supporting brand owners, importers and manufacturers with end-to-end compliance services.

We build and maintain Product Information Files (PIFs), perform safety assessments, review labels and claims, manage notifications/registrations, and can act as EU/UK Responsible Person where required.

To support this work, TRC has developed PRIMS www.primsoftware.com: a cloud-based compliance and safety platform that centralises specifications, toxicology and regulatory data, automates compliance checks, and provides real-time insight into current and future compliance status across multiple regions.

Our team consists of Safety Assessors, Toxicologists, Chemists, PIF managers, Regulatory Specialists and Software Experts who combine deep regulatory expertise with a digital-first mindset. We aim to provide maximum, efficient support in a rapidly developing regulatory context, working in a structured, evidence-based and pragmatic way.

To strengthen our team, we are looking for a full time Safety Assessor (Junior Toxicologist) who is excited to work at the intersection of toxicology, regulation and software-driven compliance.

Your role

As a Safety Assessor (Junior Toxicologist) you will support the safety evaluation and regulatory compliance of cosmetics and personal care products for a diverse international client base.

You will work with PRIMS on a daily basis to build and maintain high-quality PIFs, perform and document Cosmetic Product Safety Reports (CPSRs), and provide clear, well-reasoned guidance to clients and colleagues.

This role is ideal for a scientifically strong, analytically minded toxicologist who enjoys structure, data and digital tools, and who wants to grow into a senior Safety Assessor / regulatory expert.

Key responsibilities

In close collaboration with senior Safety Assessors and Regulatory Specialists, you will:

- Perform safety assessments
 - Contribute to/prepare cosmetic product safety assessments (CPSR Part A & B) under EU Cosmetics Regulation 1223/2009 and related frameworks (e.g. UK cosmetics regulation, US MoCRA, other key markets depending on experience).
 - Assess ingredient safety based on toxicological profiles, exposure scenarios and margins of safety.
 - Support assessments for special product categories (e.g. children, around the eyes, leave-on vs rinse-off, high-risk ingredients, sensitizers).
- Build and maintain compliance dossiers
 - Support PIF building and maintenance in PRIMS, ensuring dossiers are complete, consistent and audit-ready.
 - Review and structure input data from clients (formulas, raw material documentation, test reports, packaging and labels).
 - Help keep documentation aligned with latest regulatory and toxicology updates through PRIMS.
- Regulatory and labelling support
 - Review product labels, claims and marketing texts against EU/UK requirements and, where applicable, retailer lists or other programmes.
 - Contribute to notifications/registrations (e.g. EU CPNP, UK SCPN, US listings) and related documentation.
- Work in a digital compliance environment
 - Use PRIMS to analyse current and future compliance, generate reports and support portfolio-level risk assessments for clients.
 - Provide feedback to help improve workflows, data structures and algorithms in PRIMS together with the software team.
- Client interaction and teamwork
 - Translate complex toxicology and regulatory concepts into clear, practical advice.
 - Work closely with colleagues across toxicology, regulatory affairs and software to deliver consistent, reliable service.
 - Gradually take more ownership of client projects as your experience grows.

Your profile

We are looking for someone who recognises themselves in the following:

Education & expertise

- Master's degree or PhD in Toxicology, Regulatory Toxicology, (Bio)Medical Sciences, Pharmacy, Chemistry or a closely related field.
- Solid understanding of:
 - Toxicological endpoints relevant for cosmetics (e.g. systemic toxicity, sensitisation, irritation/corrosion, phototoxicity, genotoxicity).
 - Risk assessment concepts (NOAEL, MOE/MOS, TTC, exposure assessments).
- Knowledge of EU Cosmetics Regulation (1223/2009) and related guidance; familiarity with UK, US and other international regulatory frameworks is a strong plus.
- Affinity with non-animal / NAM-based approaches and modern safety assessment concepts is highly appreciated.

Skills & mindset

- Strong analytical and conceptual thinking; comfortable working with data, thresholds and scenarios.
- Accurate, structured and comfortable working with digital tools and databases (experience with any regulatory/safety software is a plus).
- Clear written communication in English; additional languages (e.g. Dutch, German, French, Italian, Spanish, Korean, Chinese, etc.) are an asset.
- Proactive, curious and solution-oriented: you like to understand the “why”, not only the “what”.
- Collaborative team player who enjoys working in a small, expert team with direct impact on clients and on the PRIMS platform.

Experience

- 0–3 years relevant experience (industry, consultancy, authority, or academic experience closely related to toxicology and safety assessment).
- Internships or thesis projects in toxicology, risk assessment or regulatory science are a plus; we are prepared to train the right junior profile.

What we offer

- An opportunity to develop as a Safety Assessor within a recognised expert team active across EU, UK, US, Canada, and other markets.
- Daily exposure to real-world portfolios, from innovative indie brands to larger international manufacturers and consultants using PRIMS.
- A workplace where toxicology meets technology: you help shape both regulatory outcomes and the software that supports them.

- A professional yet informal environment with short communication lines, room for initiative and growth, and a strong focus on evidence-based, efficient ways of working.
- Competitive salary and benefits package, aligned with your level of experience.
- Location: The Hague (NL) office, flexible to have 1 working day working at home; occasional travel to clients or events may be part of the role.

How to apply

Interested?

Please send your CV and a short motivation letter (including your earliest possible start date) to info@theregcom.com before 15-January-2026, with the subject line:

“Application – Safety Assessor (Junior Toxicologist) – full time”.

You may also include a brief description of a toxicology or safety assessment topic you enjoyed working on (e.g. thesis, project, case study) – we are keen to see how you think.