VACANCY NOTICE - CONTRACT AGENT

Job title	**Policy officer**
Reference	**EC-2026-HERA-514247**
Application deadline	17.11.2026 - 12.00 (noon, Brussels time)
Directorate-General (full name)	Health Emergency Preparedness and Response Authority
Unit	HERA.02, Dual Use and Civil Military Cooperation
Place of assignment	Brussels
Domain*	HEALTH
Contract type and Function Group	Contract Agent 3b FG IV
Other useful information (contract duration, other ...)	

About us

We are the Health Emergency Preparedness and Response Authority (DG HERA). DG HERA 's mission is to assist the Commission to improve preparedness and response to serious cross-border threats to health by ensuring access to medical countermeasures (MCM). It includes:

- strengthening health security coordination involving all relevant actors during preparedness and crisis response times and
  bringing together the EU Member States, industry and relevant stakeholders in a common effort;
- addressing vulnerabilities and strategic dependencies related to the development, production, procurement, stockpiling and
  distribution of MCM;
- contributing to reinforcing the global health emergency response.

DG HERA is responsible for the following tasks exercised in close cooperation with the Member States:

- assessment of health threats and intelligence gathering relevant to MCM;
- promoting advanced research and development of MCM and related technologies;
- addressing market challenges and boosting the Union's open strategic autonomy in MCM development and production;

- swift procurement and distribution of MCM;
- increasing stockpiling capacity of MCM;
- strengthening knowledge and skills in preparedness and response related to MCM.

DG HERA.02 'Dual use and Civil Military Cooperation' is a new unit responsible for Dual Use Medical Countermeasures and Civil-Military Cooperation. The Unit is spearheading forward-looking policies on cooperation and actions regarding MCM preparedness for mass casualties, armed conflicts and emerging threats like biosecurity. In this context the unit undertakes an evidence-based prioritisation of Chemical, Biological, Radiological, and Nuclear (CBRN) and novel biosecurity threats based on scenarios, and coordinates across the Directorate-General the development, procurement or stockpiling of CBRN medical countermeasures to build and maintain specific strategic reserves of such medical countermeasures. The unit therefore acts as first entry point for all civil-military matters of relevance to DG HERA. To ensure effective and immediate response in case of serious cross-borders health threats of natural, man-made or intentional origin, the Unit will develop robust EU-level stockpiles of medical countermeasures (including by assessing the (geo)political landscape, vulnerabilities and dependencies, sustainable stock management or innovative cutting-edge solutions).

To further strengthen Europe's security landscape with medical countermeasures, the unit is also fostering comprehensive civil-military policies and arrangements through strategic coordination and consultation with Member States' defence actors and NATO as well as through projects and initiatives aiming at addressing civilian and military needs in case of conflict. By its actions, the Unit aims to bolster public health and security, contributing to a resilient European Defence Union and ensuring effective responses during crises.

About the role

We propose a Policy Officer position for highly motivated colleague within the stockpiling team in DG HERA 02. The successful candidate will assist with the implementation of actions set out in the Commission's medical countermeasures and stockpiling strategies (including the dedicated strategic plan for stockpiling of medical countermeasures). The position involves contributing to the design and implementation of policies related to health emergencies, analytical work, drafting policy documents, notes and briefings, crafting responses to priority threats for medical countermeasures identified by the European Commission, managing and developing stockpiles and stockpiling approaches, and engaging in policy discussions and development. More specifically, the focus will be the medical and technical advice on the composition, development, quantification, maintenance, sustainability and replenishment of the MCM stockpiles. The successful candidate will have the opportunity to represent the Commission's work in meetings other Commission services and, at the request of management, with Member States and other relevant stakeholders. As a member of DG HERA 02's stockpiling team, the successful candidate will contribute significantly to the EU's efforts in preparedness and response to cross-border health threats by making a tangible impact on preparedness and public health policies.

Qualifications, experience and skills

A dynamic, motivated, and collaborative individual with strong analytical, problem-solving and project management skills, and a keen ability to prioritize, to organize tasks efficiently, to deliver within tight deadlines and to deliver operational approaches. He/she should be able to work autonomously and in a team with different technical backgrounds.

Solid command of English is required. The candidate should have very good interpersonal, networking and communications skills as he/she will have contacts with multiple internal and external stakeholders.

A medical or pharmaceutical background is a distinct advantage.

This role involves handling highly sensitive information and documents, requiring the candidate to obtain and maintain the necessary security clearance in accordance with relevant rules.

As DG HERA is the DG responsible for ensuring preparedness and response to health crises, the recruited colleague will be expected to demonstrate flexibility in terms of tasks and working hours. Occasional atypical working hours (including evenings and weekends) may be required, particularly in times of crisis.

How to express your interest?

You should send your documents in **one single pdf** in the following order:

1. Your CV
2. Completed application form

Please send these documents by the publication deadline to Johannes.SCHILLING@ec.europa.eu and HERA-HR-CORRESPONDENT@ec.europa.eu indicating the selection reference **EC-2026-HERA-514247 and your CAST number.**

Eligibility, recruitment steps, contract and working conditions

Please consult the pdf document at the end of this page