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Do you want to help shape the future of the European Union? Make the planet greener, promote a fairer society, or support businesses and innovation across the EU? Then come and work for the European Commission where you can really make a difference!

Commission staff are a diverse group of people, who are motivated to help make Europe – and the world – a better place. They come from the 27 Member States of the European Union. Different nationalities, languages and cultures make the Commission a vibrant and inclusive working place.

WE OFFER ATTRACTIVE WORKING CONDITIONS AND MUCH MORE:

- Interesting and challenging positions with plenty of opportunities for training and acquiring new skills and competencies over your whole career;
- Opportunities to try several areas of work throughout your career;
- Flexible working conditions and the possibility of teleworking – we care about your work-life balance;
- A competitive financial package, including comprehensive sickness, accident and pension schemes;
- Multilingual schools for your kids;
- We are also proud to be an equal opportunity employer and promote diversity and inclusion.

We recruit from a wide range of backgrounds:

We are not only recruiting political scientists and lawyers but also looking for all kinds of profiles, including natural scientists, linguists and economists, as well as drivers and engineers.

For more information ec.europa.eu/work-with-us.



STAFF RECRUITED ON CONTRACTS

In addition to permanent officials, the European Commission often recruits non-permanent staff. There are two categories of non-permanent staff:

- [temporary agents](#) are recruited to fill vacant positions for a set amount of time or to perform highly specialised tasks.
- [contract agents](#) may provide additional capacity in specialised fields where an insufficient number of officials is available or carry out a number of administrative or manual tasks. They are generally recruited for fixed-term contracts (maximum 6 years in any EU Institution), but in some cases they can be offered contracts for an indefinite duration (in offices, agencies, delegations or representations).

For more information on different [staff categories](#).



Policy Officer

DG SANTE of the European Commission

Selection reference: SANTE/COM/2024/2590

Domain*: crisis management and internal security

Where: Unit SANTE.B2. - „Health Security“, Luxembourg

Staff category and Function Group: Temporary agent 2b/2d - Administrator

Grade: grade range AD5 – AD8

Publication deadline: 16.01.2025 - 12.00 (Brussels time)

WE ARE

The "Health Security" Unit in the Directorate of Public Health, Cancer and Health Security comprises about 20 staff and is based in Luxembourg. We work on a series of public health issues related to health threats, in particular:

- Implementation of Regulation 2371/2022 on serious cross-border threats to health in order to strengthen prevention, preparedness and response at EU level considering biological, chemical, environmental and unknown threats, including from deliberate release and hybrid threats;
- Management of health threats with cross-border relevance with the Health Security Committee and using the IT tool "Early Warning and Response System";
- Policy files, such as antimicrobial resistance and healthcare associated infections;
- Implementation of health security initiatives through the EU4Health Programme with the Health and Digital Executive Agency (HaDEA);
- Co-ordination of public health measures through the Health Security Committee and with international health security groups;
- Point of contact for the Commission with the European Centre for Disease Prevention and Control (ECDC);
- the global health security architecture – revision of the International Health Regulations and negotiations of a Pandemic Agreement.

WE PROPOSE

The colleague will work in the Unit "Health Security" and contribute to implementation of actions to support crisis management and preparedness for serious cross-border health threats in the EU.

(Reference: Selection reference SANTE/COM/2024/2590)



The work offers a broad range of tasks in a dynamic and motivated team. The jobholder will work on the prevention of and preparedness for unintentional and intentional cross-border health incidences caused by chemical threats. This includes representation of our Unit in the relevant interservice groups regarding CBRN and hybrid threats, including in classified meetings and contributing to the process of revising the taxonomy of chemical threats, including intentional ones (terrorism and weapons of mass destruction), for reporting under the EU's Early Warning and Response System.

The colleague will also further the Unit's work on civil-military collaboration on health security, following the report of special advisor S. Niinistö "Strengthening Europe's civil and military preparedness and readiness" including with NATO and contribute to implementing a new system for rapid risk assessment for serious cross-border threats to health as regards unintentional and intentional threats from chemicals, including with the European Chemicals Agency (ECHA).

The jobholder will also work with EU4Health programme funded projects in the field and on preparedness planning and draft new actions, in particular as regards civil-military collaboration for health security. The jobholder will participate in crisis management functions of DG SANTE.

Routine activities include contributions to briefings, parliamentary questions, and the organisation of meetings and other events. The successful candidate should be prepared to represent the Commission and work with international organisations such as WHO, OECD and other international partners.

Work in the unit requires a high level of flexibility in terms of file assignment. The jobholder may be assigned to files in response to changed needs or political priorities.

We are looking for

We are looking for a highly motivated colleague with a capacity to quickly integrate into a unit with a wide range of portfolios and able to cooperate in an open and constructive way with colleagues. The candidate should have a doctoral degree in science (chemistry, biochemistry) and at least 15 years of relevant professional experience, including international experience, in the chemical field, including in the defence area. Experience in civil- military collaboration and chemical crisis management would be an asset.

The ability to analyse and prioritise, flexibility, versatility and resilience in tackling new challenges and tasks, as well as the ability to work under time pressure and in a team are absolutely essential.

The job requires the ability to draft high quality documents and represent the Commission in internal and international meetings and conferences, chairing meetings with external stakeholders as well as speaking in public. A very good knowledge of English is needed (oral and written).

The job requires a security clearance and as such, the selected candidate will be subject to a security clearance procedure. An existing security clearance is an asset.



HOW TO EXPRESS YOUR INTEREST?

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

1. your CV
2. motivation letter
3. duly filled in application form.

Please send these documents by the publication deadline to SANTE-HR-CORRESPONDENT@ec.europa.eu indicating the selection reference SANTE/COM/2024/2590 and your name in the subject.

No applications will be accepted after the publication deadline.



ANNEX

1. Selection

➤ Am I eligible to apply?

You must meet the following eligibility criteria when you validate your application:

Our rules provide that you can only be recruited as a temporary agent at the European Commission if you:

General criteria:

- Are a citizen of a Member State of the EU and enjoy full rights as a citizen;
- Have fulfilled any obligations imposed by applicable laws concerning military service;
- Are physically fit to perform the duties linked to the post;
- Produce the appropriate character references as to suitability for the performance of the duties.

Qualifications:

In order to be recruited in this position, you must have at least a level of education which corresponds to completed university studies of at least 3 years attested by a diploma.

Only qualifications issued or recognised as equivalent by EU Member State authorities (e.g. by the Ministry of Education) will be accepted. Furthermore, before recruitment, you will be required to provide the documents that corroborate the eligibility criteria (diplomas, certificates and other supporting documents).

Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU¹
- AND a satisfactory knowledge (minimum level B2) of a second official language of the EU, to the extent necessary for the performance of the duties.

¹ The official languages of the European Union are: BG (Bulgarian), CS (Czech), DA (Danish), DE (German), EL (Greek), EN (English), ES (Spanish), ET (Estonian), FI (Finnish), FR (French), GA (Irish), HR (Croatian), HU (Hungarian), IT (Italian), LT (Lithuanian), LV (Latvian), MT (Maltese), NL (Dutch), PL (Polish), PT (Portuguese), RO (Romanian), SK (Slovak), SL (Slovenian), SV (Swedish).



➤ **What about the selection steps?**

The post was published internally within the Commission, inter-institutionally, and brought to the attention of competition laureates.

In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority. Only in the case that no suitable candidate can be found from the afore-mentioned categories this vacancy notice is published and is open to other applicants².

The selection panel will choose a limited number of candidates for interview, based on the CV and motivation letter that they submitted. Due to the large volume of applications, we may receive, **only candidates selected for the next step of the selection phase will be notified.**

For operational reasons and in order to complete the selection procedure as quickly as possible in the interest of the candidates and of the institution, the selection procedure will be carried out in English and possibly in a second official language.

2. Recruitment

The candidate selected for recruitment will be requested to supply documentary evidence in support of the statements made in their application.

The successful candidate will be required to undergo a mandatory pre-recruitment medical check-up, carried out by the Commission. Candidates are required to undergo a security vetting that is conducted with the national administration of the Member State.

➤ **Type of contract and working conditions**

The place of employment will be in **Luxembourg**.

In case the successful candidate is an external candidate, s/he will be engaged as a **temporary agent under Article 2(b)/2(d) of the [Conditions of Employment of Other Servants](#), in function group AD.**

The recruitment grade, as well as the step in that grade, will be defined on the basis of the duration of the candidates' previous appropriate professional experience, in accordance with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

² Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



The duration of the **1st contract will be of 1 to 3 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service. The duration of the extension will be defined according to the General Implementation Rules in force at that moment, in accordance with [Commission Decision C\(2013\)9049](#) on policies for the engagement and use of temporary agents.

All new staff have to successfully complete a 9-month probationary period.

The pay of staff members consists of a basic salary supplemented with specific allowances, including, where applicable, expatriation and family allowances. The provisions guiding the calculation of these allowances can be consulted in the Conditions of Employment of Other Servants. As a member of staff of the European institutions, your pay is subject to a tax raised by those institutions.

The European Commission applies a policy of equal opportunities and non-discrimination in accordance with Article 1d of the Staff Regulations.

Should you need further information on working conditions, please refer to [Working conditions and benefits of EU Careers](#).

For information related to Data Protection, please see the [Specific Privacy Statement](#) under “7. Information to data subjects on their rights”, to find your rights and how to exercise them in addition to the privacy statement, which summarises the processing of your data.