



MAKE A DIFFERENCE - JOIN THE EUROPEAN COMMISSION

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, backgrounds, languages and cultures make the Commission a vibrant and inclusive place to work.

WE OFFER GREAT JOBS AND GREAT WORKING CONDITIONS:

- Interesting and challenging positions with plenty of opportunities for training and acquiring new skills and competencies throughout your whole career
- Opportunities to try several areas or move between different policy areas in your career
- A package of flexible working conditions including the possibility of teleworking – we care about your work-life balance
- A competitive financial package, including comprehensive healthcare, accident and pension schemes
- A multilingual, multicultural workplace where personal and career development are strongly promoted
- Multilingual schools for your children

We recruit from a wide range of backgrounds and actively promote diversity and inclusion:

We do not only recruit political scientists and lawyers but are also looking for all kinds of profiles, including scientists, linguists, IT experts, data analysts and economists, as well as drivers and engineers.

We are committed to equal opportunities and to fostering a rich, diverse and inclusive working environment. We aim for our workforce to be representative of European society and strongly welcome applications from all qualified candidates. We actively seek to create a workplace where each staff member feels valued and respected, can give their best and can develop to their full potential.



To promote diversity and establish a geographically balanced pool of candidates, we strongly encourage applicants from Member States which are currently underrepresented in the European Commission workforce to apply. These Member States are currently Austria, Cyprus, the Czech Republic, Denmark, the Netherlands, Estonia, Finland, Germany, Ireland, Luxembourg, Malta, Poland, Portugal, Slovakia and Sweden¹. Recruitment will however remain strictly based on the merits of all applicants and no positions will be reserved for nationals of any specific Member State.

STAFF RECRUITED ON CONTRACTS

In addition to permanent officials, the European Commission offers **non-permanent** positions. 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](#)

¹ Please note that the list of underrepresented Member States may be subject to future amendment based on potential data changes over time.



Policy Officer

in DG HERA of the European Commission

Job title*: Policy Officer - medical countermeasures

Domain:** Health

Where: Unit HERA.3, Medical Counter-Measures, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 28.11.2025 - 12.00 (noon, Brussels time)

WE ARE

The Health Emergency Preparedness and Response Authority (HERA) is established as a Directorate-General of the European Commission. Its core mandate is to improve preparedness and response to serious cross-border threats in the area of medical countermeasures, in particular:

- Strengthening health security coordination within the Union 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 within the Union related to the development, production, procurement, stockpiling and distribution of medical countermeasures;
- contributing to reinforcing the global health emergency response architecture.

HERA is responsible for the following tasks which shall be exercised in close cooperation with the Member States:

- Assessment of health threats and intelligence gathering relevant to medical countermeasures;
- promoting advanced research and development of medical countermeasures and related technologies;
- addressing market challenges and boosting the Union's open strategic autonomy in medical countermeasures production;
- swift procurement and distribution of medical countermeasures;
- increasing stockpiling capacity of medical countermeasures;



- strengthening knowledge and skills in preparedness and response related to medical countermeasures.

HERA.03 “Medical Countermeasures” is responsible for the supply chain of medical countermeasures, in particular manufacturing and procurement aspects. The unit establishes and implements industrial policy to ensure Europe has access to innovative medical countermeasures in future health emergencies, including funding actions such as grants and procurement. It also manages joint procurement of medical counter-measures, in close collaboration with Member States. HERA.03 is responsible for implementing key actions in the upcoming Medical Countermeasures Strategy. The unit works closely with industry representatives and manages key stakeholder forums such as the Joint Industrial Cooperation Forum, the upcoming RAMP UP and the HERA Stakeholders Hub. HERA 03 also cooperates closely with HERA’s intelligence gathering and analysis unit as well as with Member States, other Commission services, other EU bodies like EIB and international partners.

HERA’s website: https://ec.europa.eu/health/hera/overview_en

WE PROPOSE

HERA 03 is seeking to hire an expert to support its team preparing policy on the supply chain of medical countermeasures. The candidate would:

- Contribute to the work on the implementation of the Medical Countermeasures Strategy, strengthening medical countermeasures supply chains.
- Manage HERA’s engagement with industry and Member States, and participate in the organisation of structured exchange with stakeholders. Responsibilities can also include management of various forms of stakeholder outreach, including the Joint Industrial Cooperation Forum, the Stakeholders Hub and RAMP UP.
- Organise calls for proposals under funding programmes, implementation of financial instruments and outreach events.
- Conduct analyses of supply chains of selected medical counter measures, assess vulnerabilities and identify policy solutions to address them.
- Contribute to the overall improvement of key policy tools aiming to address vulnerabilities of the supply chains of medical countermeasures.
- Contribute to horizontal requests related to Unit’s activities: briefings, parliamentary questions, press enquiries, exchanging with key stakeholders, notably in the context of the MCM Joint Industrial Cooperation Forum.

These assignments require frequent contacts with the representatives of the pharmaceutical and medical devices /personal protective equipment industry (e.g. marketing authorisation holders and manufacturers) and the representatives of Member States and other countries participating in the Joint Procurement Agreement (in particular Ministries of Health and health purchase authorities). There are also frequent contacts with other Directorate-Generals of the European Commission (in particular SANTE, ECHO, BUDG, LS), commercial and other



professional organisations involved in the development of medical countermeasures including pharmaceutical industry, as well as regional and EU-level organisations.

The job is highly visible and essential to the cross-border health crisis response and preparedness.

WE LOOK FOR

The job requires an academic background relevant to work on medical countermeasures. We are looking for a highly motivated and skilled colleague to join our team. The candidate should demonstrate experience in organisation of stakeholder events of high participation and in managing structured exchanges with stakeholders at fast pace. A background in industrial policy in particular from the health sector (pharmaceuticals, or other medical countermeasures) is recommended. The candidate should have very good interpersonal, networking and communications skills.

The candidate should be able to rely on strong digital skills to make coordination and organisation activities efficient. Experience for using digital tools to stakeholder outreach would be an asset.

He/she should be able to manage several files simultaneously and to produce high quality written material within short deadlines. He/ she should be able to work autonomously and in a team. Finally, HERA being a DG that ensure preparedness and response to Health crisis, the colleague recruited will have to show flexibility both in tasks and working hours. Some atypical working hours (evening, weekend) may be requested

HOW TO EXPRESS YOUR INTEREST?

With a view to guaranteeing equal access to all, the Commission recruits from an open database of spontaneous applications. The present call for interests aims at helping the recruiters to identify potentially interested candidates within this database.

In practice, to express your interest, please follow the subsequent two steps:

1. If you are not registered yet in the open EPSO database, please do so at the following address: [CAST Permanent](#). Please select under selection procedures for contract agent the CAST permanent profile FG IV that best suits your education and experience.
2. You should send your documents in a single pdf in the following order:
 1. your CV
 2. completed application form.

Please send these documents by the publication deadline to Olivier GIRARD DE SEGANVILLE - Olivier.GIRARD@ec.europa.eu and HERA-HR-CORRESPONDENT@ec.europa.eu indicating the call for interest reference HERA.3- 501226 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 contract 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 position;
- Produce the appropriate character references as to suitability for the performance of the duties.
- Have passed an EPSO CAST in the relevant Function Group for this position. At the stage of the application, it is sufficient to be registered in the [EPSO CAST](#) data base.

Qualifications:

- (a) Have a level of education which corresponds to completed university studies of at least three 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.

Languages:

- have a thorough knowledge (minimum level C1) of one of the 24 official languages of the EU²
- AND have a satisfactory knowledge (minimum level B2)³ of a second official language of the EU, to the extent necessary for the performance of the duties.

➤ What about the selection steps?

The selecting unit chooses from the EPSO database⁴ candidates with the appropriate profile and invites them to an interview. For the interview a selection panel is set-up to assess the best

² 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).

³ For details on language levels, please see the Common European Framework of Reference for Languages (<https://europa.eu/europass/cedefop.europa.eu/en/resources/european-language-levels-cefr>).



candidates. **Due to the large volume of applications that we may receive only candidates selected for the interview 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 provide documentary evidence in support of the statements made in the database and, where relevant, the call for interest.

The successful candidate will be required to undergo a mandatory pre-recruitment medical check-up carried out by the Commission.

➤ Type of contract and working conditions

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

The successful candidate will be engaged as a **contract agent under Article 3(b) of the [Conditions of Employment of Other Servants](#), in function group FG IV**. General information on Contract Agents can be found at this link.

The grade or proposed grade range, as well as the step in that grade, will be defined on the basis of the candidates' previous professional experience, in accordance with [Commission Decision C\(2017\)6760](#) laying down the criteria applicable to classification in step on engagement.

The duration of the **first contract will be 1 year**. Subject to the interest of the service, the contract may be renewed one or more times up to a maximum duration of 6 years.

The duration of the renewal(s) will be defined according to the General Implementing Rules in force at that moment (currently, [Commission Decision C\(2017\)6760](#) on policies for the engagement and use of contract agents).

Contract agents recruited in Function Group IV have to successfully complete a 9-month probationary period.

⁴ Therefore, candidates who did not pass already a CAST on the level Function Group IV, should register their profile at this [address](#).



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.