



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 move between different policy areas throughout 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, the Czech



Republic, Denmark, the Netherlands, Estonia, Finland, Germany, Ireland, Latvia, Luxembourg, Malta, Poland, 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.



ICT Programme and Project Manager

in DG HERA of the European Commission

Job title: ICT Programme and Project Manager

Domain: Information Technology

Where: Unit HERA.01 – “Emergency Readiness and Response Office”, Brussels

Function Group: FG IV

Contract Type: 3b

Express your interest until: 09.06.2026 - 12.00 (noon, Brussels time)

WE ARE

We are Health Emergency Preparedness and Response Authority (HERA) -a relatively new Directorate-General of the European Commission. HERA 's mission is to assist the Commission 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.01 is the Emergency Readiness and Response Office of DG HERA. It is responsible for ensuring that HERA can deliver a rapid, efficient and effective EU-coordinated response to serious cross-border health threats, in particular by helping to secure the availability of key medical countermeasures across the European Union and by bringing together the EU institutions, Member



States, industry and other relevant stakeholders.

The Office leads HERA's preparedness for, and response to, emergencies as defined in the emergency framework for public health emergencies, which provides the measures needed to ensure the supply of crisis-relevant medical countermeasures during a public health emergency. It is also prepared to respond to situations that may not meet the formal threshold of a public health emergency, but nonetheless require HERA intervention to support Member States in accessing the necessary medical countermeasures.

In addition, HERA.01 is responsible for emergency reporting, lessons learnt and the preparation of the final emergency report.

The Office's remit also includes ATHINA (Advanced Technologies for Health Intelligence and Action), which supports HERA's preparedness and response capacity by strengthening the use of data, analysis and digital tools for health emergency readiness. Through this work, HERA.01 helps ensure that relevant information and capabilities are available to support timely decision-making and operational coordination in the face of serious cross-border health threats.

Finally, a team within HERA.01 manages the budget, finances and audit files falling within DG HERA's remit.

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

WE PROPOSE

HERA.01 is seeking to hire one ICT Programme and Project Manager.

The position will consist of providing programme-level leadership and coordination for ATHINA in DG HERA, DG HERA's flagship digital platform supporting real-time intelligence, coordination and decision-making across Europe's health emergency preparedness and response ecosystem. The role covers the management of a portfolio of multiple interdependent IT projects, ensuring coherent planning and delivery across parallel workstreams within a complex institutional environment. It includes establishing and running programme governance, overseeing budgets, managing risks, issues and dependencies and ensuring regular, high-quality reporting to support effective decision-making.

The position will also consist of supporting the IT Portfolio Manager by maintaining an overview of ATHINA's contribution to the wider ICT portfolio, contributing to prioritisation, resource planning and delivery forecasting. It requires close coordination with European Commission IT services, Member State authorities and external partners to ensure alignment with strategic, regulatory and operational requirements. In addition, it entails ensuring that individual ATHINA projects are initiated and taken forward effectively, with appropriate requirements governance, delivery oversight and agile delivery practices where relevant, and that solutions meet agreed quality and security standards and transition smoothly into operation.



WE LOOK FOR

We are looking for a ICT Programme and Project Manager.

The ideal profile for the job is as follows:

- Professional training or certification in project and programme management, ideally including PM2 and agile delivery approaches.
- Proven experience managing complex ICT programmes and projects end-to-end, including planning, execution, monitoring, reporting and closure in a high-pressure environment.
- Demonstrable experience running programme governance, including steering preparation, decision tracking, status reporting and management of RAID (risks, assumptions, issues and dependencies).
- Experience managing a portfolio of parallel, interdependent workstreams and coordinating delivery across multiple project teams.
- Strong stakeholder management experience in an institutional context, including collaboration with central IT services, business owners and external partners.
- Demonstrable experience of budget planning, monitoring and forecasting for large-scale ICT initiatives.
- Experience working with multidisciplinary teams (project managers, architects, developers, security and support), including day-to-day coordination and prioritisation.
- Experience with agile delivery methods in combination with formal governance, including requirements governance, backlog management and incremental releases.
- Demonstrable experience of IT security considerations in delivery, including integrating security requirements into planning, design and implementation and supporting security governance activities.
- Experience delivering and operating solutions in cloud-based environments and coordinating with infrastructure and operations teams for smooth transition to service.
- Pragmatic, delivery-focused approach with strong ownership and accountability for outcomes.
- Excellent communication skills, able to produce clear written material and to brief senior stakeholders concisely.
- Strong organisational skills, able to structure complex problems, manage competing priorities and maintain delivery momentum.
- Collaborative working style, able to build constructive relationships across teams, services and stakeholders with differing priorities.
- Sound judgement, able to anticipate problems, escalate appropriately and drive decisions to maintain progress.
- Resilient and calm under pressure, with the ability to manage ambiguity and change while maintaining effective governance and control.

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 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 Han.GYSEN@ec.europa.eu and HERA-HR-CORRESPONDENT@ec.europa.eu indicating the call for interest reference **EC/2026/HERA/514112** and **your CAST Number** 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 database](#)⁴ 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://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.

⁴ Therefore, candidates who did not pass already a CAST on the level Function Group [IV], should register their profile at this address: <https://eu-careers.europa.eu/en/Cast-Permanent>



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.

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.