



## **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 jobs 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, Cyprus, the Czech Republic, Denmark, the Netherlands, Estonia, Finland, Germany, Ireland, Luxembourg, Malta, Poland, Portugal, Slovakia and Sweden<sup>1</sup>. 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.

For more information [ec.europa.eu/work-with-us](https://ec.europa.eu/work-with-us)

### **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](#)

---

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



# Policy Officer – for stockpiling of medical countermeasures”.

## Directorate-General – Health Emergency Preparedness and Response Authority (DG HERA) of the European Commission

**Selection reference:** DG HERA/COM/2026/897

**Domain\*:** Health;

**Where:** Unit HERA.02, Dual Use and Civil Military Cooperation, Brussels

**Staff category and Function Group:** Temporary agent 2b – Administrator

**Grade range:** AD5-7

**Publication deadline:** 27.07.2026 – 12.00 (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.02, dedicated to Dual Use Medical Countermeasures and Civil-Military Cooperation, is at the



forefront of advancing the EU's preparedness and resilience against increasing security risks and threats, including Chemical Biological Radiological and Nuclear (CBRN) incidents. The Unit is spearheading an evidence-based prioritisation of CBRN threats and quantification of corresponding medical countermeasures based on scenarios and is investing in developing new CBRN medical countermeasures and in specific strategic reserves of CBRN medical countermeasures. To further strengthen Europe's security landscape with medical countermeasures, the unit is fostering comprehensive civil-military arrangements through strategic coordination and consultation with Member States' defence actors and NATO and through projects and initiatives aiming at addressing civilian and military needs in case of conflict. 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 by identifying the most relevant MCM to be stockpiled, by ensuring the establishment of relevant stockpiles and their sustainable management through innovation and cutting-edge solutions. 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.

HERA's website: [https://ec.europa.eu/health/hera/overview\\_en](https://ec.europa.eu/health/hera/overview_en)

## **WE PROPOSE**

---

We propose a policy officer position for a highly motivated and experienced colleague in the stockpiling team in DG HERA. The person recruited will be responsible for developing and implementing HERA's stockpiling strategy in particular as regards the identification of medical counter measures for serious cross border health threats. This job will entail the conception, development, coordination, preparation and monitoring of stockpiling policies, project management and related activities. The assignment comprises frequent contacts with a large variety of different stakeholders, with other Commission services, EU agencies, the European Centre for Disease Prevention and Control (ECDC), the European Medicines Agency (EMA), Member States, and external stakeholders such as WHO and NATO.

## **WE LOOK FOR**

---

We look for a person, with a medical background, who shows genuine interest and ideally has hands on experience and/or sound knowledge in one or more of the following domains: health management, medical countermeasures for serious cross border health threats, CBRN, security, policy work in the European institutions, public health, crisis management, stockpiling. The position requires ability to think strategically and to drive forward work proactively with a keen eye on political priorities and good EU institutional awareness. The person recruited will have the ability to analyse and prioritise and to work cooperatively within diverse teams. The person should demonstrate flexibility, adaptability and resilience. The job requires very good drafting and communication skills – including public speaking skills, the capacity to represent the Commission in internal and international meetings and conferences. Good organisation skills, allowing channelling of important information streams towards the different participants in the crisis management processes is considered as essential for this position.

A very good Knowledge of English is needed.

HERA being a DG that ensures 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?**

---

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 [Damiet.ONDERSTAL@ec.europa.eu](mailto:Damiet.ONDERSTAL@ec.europa.eu) and [HERA-HR-CORRESPONDENT@ec.europa.eu](mailto:HERA-HR-CORRESPONDENT@ec.europa.eu) indicating the selection reference **DG HERA/COM/2026/897** 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 for 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 EU<sup>2</sup>
- 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.

#### ➤ What about the selection steps?

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

---

<sup>2</sup> 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).



In accordance with Article 29 of the Staff Regulations, applications from Commission officials, officials from other Institutions, and laureates of competitions have priority<sup>3</sup>. If these candidates do not best fit the requirements for the position, the Commission can recruit a temporary agent.

For temporary agents under Article 2(a) of the [Conditions of Employment of Other Servants](#), the post is published directly on the EPSO website, without mandatory prior internal publication.

A selection panel will choose a limited number of candidates for interview, based on the CV and application form 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 another 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.

### **➤ Type of contract and working conditions**

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

In case the successful candidate is not an official or a competition laureate, they will be recruited as a **temporary agent under Article 2(b) of the [Conditions of Employment of Other Servants](#), in function group AD.**

---

<sup>3</sup> Officials from the Commission or other Institutions are invited to use the standard channels (Sysper or inter-institutional vacancy portal).



## ➤ **Grade**

The recruitment grade, as well as the step in that grade, will be determined in accordance with [Commission Decision C\(2025\)4716](#) on policies for the engagement and use of temporary agents and with [Commission Decision C\(2013\)8970](#) laying down the criteria applicable to classification in step on engagement.

The recruitment grade will be calculated based on the qualifications and the number of years of professional experience, according to Art. 13 of the Commission Decision C(2025)4716. Higher grades may be granted exceptionally.

The duration of the **1<sup>st</sup> contract will be up to 4 years**. The contract might then be extended only once for a maximum of 2 years and in the interest of service, in accordance with [Commission Decision C\(2025\)4716](#) 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.