

Head of Unit HAGRID

CEPS is seeking an outstanding **Head of Unit** to strengthen its research and policy engagement activities on European and global health, the pharmaceutical sector, and biotechnology.

The successful candidate will contribute to CEPS' mission providing independent, evidence-based policy analysis and recommendations to European and international decisionmakers. They will play a leading role in developing research agendas, building partnerships, acquiring research funding and contributing to high-level policy debates on the future of Europe's economy, society and technological development.

About us

Founded in Brussels in 1983, CEPS (Centre for European Policy Studies) is a leading think tank and forum for debate on EU affairs, which has been consistently ranked among the world's top 10 best think tanks. One of CEPS' distinguishing features is its strong in-house research capacity and an extensive international network of partner institutes. CEPS' funding comes from a variety of sources, mainly research grants and service contracts, but also from membership and conference fees.

The CEPS GRID Unit (Global Governance, Regulation, Innovation and the Digital economy) was launched in January 2005 to explore policy and regulatory challenges in the areas of better regulation, the EU internal market, global governance, innovation policy, digital policy, and industrial policy. HAGRID (Health, Agriculture, Research, Innovation and Development) was originally established as a research team within the GRID Unit, focusing on the intersection of these areas. As the team has grown in both size and scope, HAGRID is now becoming a dedicated unit within CEPS. HAGRID's research covers a wide variety of topics, including global health security governance and pandemic prevention, preparedness and response; global health systems and global health diplomacy, including the EU's role in global health; EU health legislation and governance (e.g. European Beating Cancer Plan, European Health Data Space, Cardiovascular Health Plan...); health innovation and technologies; women's health; the pharmaceutical sector; and One Health, among others.

Main tasks

- Lead, support and supervise a team, addressing recruitment needs, fostering well-being, and ensuring a collaborative work environment.
- Secure sustainable funding through diverse sources, including client-based projects, foundation grants, and research programmes.
- Manage the unit's budget and resources to ensure financial sustainability and effective project execution, in collaboration with the Director of Finance and Administration.
- Allocate human resources efficiently to projects, balancing deadlines and quality standards.

- Oversee performance management, including putting forward recommendations for promotion and salary adjustments in line with CEPS' salary scales, and making recommendations regarding contract renewals.
- Define and lead the unit's research agenda, delivering high-quality research.
- Ensure a steady flow of research outputs, including op-eds, policy briefs, and other publications, while contributing to communication activities like podcasts and events.
- Maintain the quality and relevance of research conducted by team members, ensuring alignment with CEPS' objectives.
- Participate in CEPS Leadership Committee meetings and organisational activities to promote collaboration and integration.
- Represent the unit and CEPS at public events and conferences, establishing yourself as a leading expert in your field.

Your background and qualifications

- You hold a PhD in economics, political science, public policy, international relations, law, public health, innovation studies, science and technology studies, engineering, or another relevant discipline. In exceptional cases, we could consider candidates not holding a PhD but having significant comparable research experience.
- You have a minimum of eight years of relevant professional experience in research, policy analysis, public administration, international organisations, consulting, industry or related fields.
- You possess recognised expertise in at least one of the following areas: European and global health policy and governance, pharmaceutical policy, biotechnology policy, and governance of emerging health technologies.
- You have a strong record of publications and policy-relevant analytical work.
- You have experience leading complex research projects and multidisciplinary teams.
- You have a strong understanding of European policymaking and governance.
- You have experience engaging with senior policymakers, regulators, business leaders, researchers and other stakeholders.
- You have a proven track record in acquiring externally funded research projects, building partnerships and developing research networks.
- You have excellent written and oral communication skills in English. Knowledge of additional languages is an asset.

Profile of the ideal candidate

- You have a relevant experience in managing and leading a team.
- You combine intellectual excellence with a strong commitment to policy impact.
- You are capable of identifying emerging policy challenges and developing innovative research agendas.
- You can connect developments in technology, innovation, health, industry, competitiveness and geopolitics into coherent policy analysis.
- You are entrepreneurial and able to build new activities, partnerships and funding opportunities.
- You are an effective leader, mentor and team player.
- You are comfortable working across disciplines and engaging with diverse stakeholder communities.
- You can manage multiple priorities while maintaining high standards of analytical quality.
- You are kind with a deep respect for diversity, and a strong sense of empathy towards colleagues.
- You enjoy teamwork and are open to giving and receiving feedback.
- You are enthusiastic about contributing to CEPS' role as a leading independent voice in European and global policy debates.

What CEPS offers

We offer full-time employment, for an indefinite duration. The salary is in accordance with the CEPS salary scale. We also offer a benefits package (group and hospitalisation insurance, meal tickets, public transport reimbursement, 20 days legal holiday entitlement per year plus an additional two weeks during the Christmas-New Year period when CEPS is closed, as well as the possibility to telework in Belgium and 20 days per calendar year of teleworking from abroad). We would like the preferred candidate to start as soon as possible. The role will be based in Brussels.

Career prospects

This position offers a unique opportunity to shape policy debates on some of the most consequential challenges facing Europe and the world, including technological transformation, innovation, industrial competitiveness and global health. The successful candidate will enjoy substantial intellectual autonomy in developing research agendas, building partnerships and pursuing new funding opportunities, while benefiting from CEPS' strong reputation, extensive network and convening power.

The position provides direct access to European and international policymakers, business leaders, researchers and civil society organisations, creating opportunities to generate policy impact and contribute to high-level debates. CEPS also offers a Learning and Development Programme and encourages continuous professional growth through leadership of major research initiatives, international collaborations and engagement with emerging policy challenges.

More information

For further information about the position, please contact Andrea Renda, Director of Research, andrea.renda@ceps.eu

Application and deadline

Applicants are requested to:

- Complete and submit [this recruitment form](#) by 25 October 2026, 23:59 CET;
- Send their CV (in English) to applications@ceps.eu by 25 October 2026, 23:59 CET, with “Head of Unit – HAGRID” in the subject line. Please include a list of your publications, specifying your role in previous research projects, and the names and contact details of at least two referees (including your current or last employer). Shortlisted candidates may be asked to produce one or two letters of recommendation. For the CV, consider using the Europass template (<https://europass.cedefop.europa.eu/>).

Applications received after the deadline, incomplete applications, or applications that do not follow the above instructions will not be taken into consideration.

Pre-selected candidates are invited to a **short online interview**. Based on these first interviews, **shortlisted candidates will be invited to an in-person or online interview**.

CV and personal data of non-selected candidates are not shared with anyone outside CEPS and will be deleted immediately after the recruitment process. For more information, read our privacy policy available on the CEPS website.

Even if you do not strictly have all the necessary competences for this role but you believe your experience and skills could be valuable and enable you to fulfil the tasks required, we would still highly recommend that you submit an application.

CEPS is an equal opportunities employer. We value diversity and are committed to creating an inclusive environment for all staff. We welcome applications from candidates of all backgrounds.