



VACANCY NOTICE FOR THE POSITION OF

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Expert – Environmental assessment - Contract Agent (FG IV)
Reference no. EEA/CA/2021/1

Please send us your application by no later than 12 April 2021 at midnight (Copenhagen time), following the instructions in the [ANNEX](#).

The European Environment Agency (EEA) is organising an open competition with a view to establishing a reserve list for contract agents to work as experts on environmental assessment. The reserve list shall be used to fill specific positions within various topic areas, so candidates from a broad range of environment topic areas are encouraged to apply.

THE AGENCY:

The EEA is an Agency of the European Union (EU) and one of the decentralised Union bodies. The EEA aims to support sustainable development and to help achieve significant and measurable improvement in Europe's environment, through the provision of timely, targeted, relevant and reliable information to policy-making agents and the public.

JOB RELATED THEMATIC AREAS:

The EEA is immediately looking to fill positions within following areas in 2021, but may in the future be looking to fill other positions beyond these topics:

1. Air and Climate, air pollution, climate change adaptation and mitigation
2. Nature, biodiversity – ecosystems, land use, soil, water and marine
3. Sustainability and well-being, environment and health, policy instruments, resource efficiency and waste and sustainability transitions
4. Economic sector, agriculture, energy, industry and transport

The EEA is looking for experts for the following:

- Supporting **marine sustainability** assessments to support the environment acquis and the European Green Deal, with regard to marine biodiversity and non-indigenous species, contaminants, pollution and eutrophication, marine litter, underwater noise and seafood. It will also contribute to sustainable blue economy agenda and the Agency work in food systems, focusing on the fisheries and aquaculture sector. Extensive knowledge and experience with marine environments (e.g. the MSFD descriptors), particularly combined pressures, impacts of fisheries and aquaculture on the marine environment, as well as advanced understanding and experience of the marine-related policy processes and the assessment of the state and outlook of the marine environment;
- Supporting on **ecosystems contribution to the Zero Pollution Action Plan** monitoring and outlook framework for a non-toxic environment and headline indicators, including on: water and marine pollution, marine litter, bathing water, chemicals, nature protection and restoration. Extensive knowledge and experience with regard to the various elements of ecosystems pollution with regard to freshwater and marine environment, and an advanced understanding and experience of the marine, freshwater and biodiversity policy processes and the assessment of the state and outlook of ecosystems;



- Supporting on the topic of **Protected Areas**, covering those on land and sea. The role will focus on qualitative aspects of protected areas, and this role will focus on managing the work on the topic of protected areas (land and sea) to address the requirements of EU policy, including coordinating and delivering indicators on protected areas. Extensive knowledge and experience in protected areas; including analysis of quantitative and qualitative aspects as well as understanding the application of policy relating to protected areas, will be needed;
- Supporting the monitoring, reporting and assessment of **nature restoration** in context of the BDS 2030 restoration plan with particular focus on implementation and reporting of the upcoming Legally Binding Instrument, incl. support to EU-wide methodology to map, assess and achieve good condition of ecosystems. It will also facilitate the coordination and cooperation of EEA support to the EU nature restoration plan of the EU BDS 2030 and provide input to related activities of the EU Green Deal such as financial taxonomy, LULUCF for synergies. Relevant experience in nature restoration and associated concepts and natural sciences, especially biology and ecology;
- Contributing to EEA's assessment activities on the **health impacts caused by citizens' exposure to different environmental and climate stressors**, the positive health and well-being benefits delivered by the environment/eco-system services, and evaluating policy actions applicable to the domain. Experience performing assessments that address exposure or impacts from different environmental and climate stressors is required, as well as using handling data and qualitative information to develop indicators and inform assessment products, and sound understanding of relevant global and European processes for the protection of human health from environmental and climate stressors;
- Supporting EEA's development of innovative metrics to track progress of the **circular economy** in Europe with a focus on monitoring relevant dimensions of sustainable investment across relevant public and private stakeholders, and uptake of circular business models and value chains. Demonstrable experience and understanding is required of circular economy principles and practices, developing metrics for environment and climate priorities including on CE and sustainable finance domain; and use of circular economy data, socio-economic statistics and indicators to inform assessments;
- Contributing to EEA's activities on **chemicals**, including assessments of human exposure to harmful chemicals and potential health impacts. In addition, the role may include contributing to EEA activities on European human biomonitoring and chemical risk assessment initiatives. Experience and understanding is required of the monitoring and impacts of chemicals on human health and ecosystems; knowledge of relevant EU research and policy frameworks particularly in the area of chemicals, environment and human health, and experience communicating scientific information to policy and stakeholder audiences (working at the science-policy interface);
- Supporting work on the development, assessment and implementation of **climate change adaptation and land use, land use change and forestry (LULUCF)** policies and their integration in the relevant sectoral policies. This includes contribution to support the policy processes, scientific and methodological developments by means of data, information/indicators and assessments. Experience in handling data and information at EU, national and local level in an EU policy context and to deliver policy messages based on the data and research and assessment findings;
- Supporting on the development, implementation, monitoring and evaluation of **climate change mitigation policies in Europe**. Sound knowledge of EU climate and energy governance and policies, and experience in the analysis of national climate policies in one or several sectors. Ability to handle data and quantitative information in a policy context and to synthesise research and assessment findings into actionable policy-relevant messages;



- Supporting **analysis of sustainability transitions** with the focus on long term, multiple pathways, socio-economic implications, policy evaluation and different stakeholder perspectives, using foresight approaches and indicators;
- Supporting **analysis of sustainability transitions** with the focus on links across production and consumption systems, their environmental implications and options for solutions at different scales, using systems analysis, foresight approaches and indicators.

Under the responsibility of the thematic Head of Group, reporting to the hierarchical Head of Programme (see [organisational chart](#)), the expert shall support to or advise on delivering main activities.

For all positions the following type of tasks can be envisaged:

- Advising or supporting on an EEA environment domain and assisting with the strategic direction of activities in these areas. This includes responsibility for assessment activities such as developing and maintaining relevant indicators and assessment reports on a specific topic area, managing integrated assessments etc;
- Linking impacts to environment and climate stressors with social and economic trends;
- Contributing to the development of innovative knowledge products on environment and climate dimensions;
- Depending on the topic area, data handling, geo-spatial data analysis, and statistical analysis;
- Networking, collaborating and developing partnerships with key stakeholders, including European Commission services and working groups, EEA member countries, the World Health Organization and other UN bodies;
- Managing activities and deliverables including contract management (e.g. involvement in procurement processes, definition of deliverables and follow-up with contractors).

CONTRACTUAL CONDITIONS:

The successful candidate will be offered a Contract Agent contract in accordance with Article 3a) of the [Conditions of Employment of Other Servants of the European Union](#). The selected candidate will be employed for an initial period of four years, renewable.

Successful candidates who are recruited undergo an initial probation period of 9 months.

For information on salary, please see information published under [Contract Agents](#).

The place of work will be Copenhagen, Denmark.

It is brought to the particular attention of candidates that the provisions of Articles 11 to 26 of the Staff Regulations, concerning the rights and obligations of officials, shall apply by analogy to Contract Agents. These rules specify that:

“An official shall carry out his duties and conduct himself solely with the interests of the Union in mind. He shall neither seek nor take instructions from any government, authority, organization or person outside his institution. He shall carry out the duties assigned to him objectively, impartially and in keeping with his duty of loyalty to the Union.



An official shall not without the permission of the appointing authority accept from any government or from any other source outside the institution to which he belongs any honour, decoration, favour, gift or payment of any kind whatever, except for services rendered either before his appointment or during special leave for military or other national service and in respect of such service.

Before recruiting an official, the appointing authority shall examine whether the candidate has any personal interest such as to impair his independence or any other conflict of interest. To that end, the candidate, using a specific form, shall inform the appointing authority of any actual or potential conflict of interest. In such cases, the appointing authority shall take this into account in a duly reasoned opinion. If necessary, the appointing authority shall take the measures referred to in Article 11a(2).”

For further information on the Staff Regulations and the Conditions of Employment of Other Servants of the European Union see:

[Staff Regulations](#)

SELECTION PROCEDURE:

A Selection Committee is set up for the selection procedure. It consists of members designated by the Appointing Authority and the Staff Committee. The Selection Committee is bound by the principle of confidentiality as enshrined in Article 6 of Annex III to the Staff Regulations. This works in two ways: first, it imposes obligations to ensure equal treatment for candidates; and second, it seeks to protect the Selection Committee to ensure that its decisions are totally impartial.

The Selection Committee adheres strictly to the conditions of admission laid down in the vacancy notice when deciding whether or not candidates are eligible. Candidates admitted to a previous selection procedure will not automatically be eligible. **Candidates are strictly forbidden to make any contact with the members of the Selection Committee, either directly or indirectly. Any infringement of this rule will lead to disqualification from the selection procedure.**

In a spirit of transparency, and in order to align our working methods with current practice in certain Member States, the administration has decided to proceed with the publication of [names of Selection Committee members](#).

Should the Selection Committee discover at any stage in the procedure that the candidate does not meet one or more of the general or special conditions for admission to the selection procedure, the candidate will be disqualified.

The Selection Committee decides on those candidates who are admitted to the selection procedure in accordance with the requirements as specified under eligibility criteria. The applications of the candidates admitted to the selection procedure are reviewed to establish whether or not they show evidence of all requirements as specified under selection criteria. The Selection Committee will invite for an interview up to a maximum of 40 of the best qualified candidates. Candidates invited for an interview will be asked to undergo a written test in the area of expertise required for the area. The interview and written test will be held in English and the candidate's knowledge of other languages will also be assessed during the interview. The test and the interview will take place online.

Following interviews and written tests the Selection Committee will submit the list of suitable candidates to the Appointing Authority who will decide on the establishment of a reserve list covering the topic areas. Recruitment for vacant positions will be based on availability of posts and budget and usually follow-up interviews will be conducted to decide on recruitment for a vacant post within a given topic area. Candidates shall note that inclusion on the reserve list does not guarantee recruitment.



The reserve list for this post will be valid until 31 December 2022 and may be extended at the discretion of the Appointing Authority.

Prior to contract signature, the successful candidate will be asked:

- to provide original or certified copies of all relevant documents proving his/her eligibility, including a police certificate confirming the absence of any criminal record;
- to undergo a compulsory medical examination to establish that he/she meets the standard of physical fitness necessary to perform the duties involved.

ELIGIBILITY CRITERIA:

Candidates applying must satisfy the following eligibility criteria on the closing date for the submission of applications:

- a) Successful completion of university studies attested by a degree relevant to the field concerned of at least 3 years, plus 1 year of appropriate professional experience;
- b) A minimum of 3 years of relevant professional experience after achieving the qualification set out above.

In addition, in order to be eligible a candidate must:

- Be a national of one of the member countries of the EEA (Member States of the European Union plus Iceland, Liechtenstein, Norway, Switzerland and Turkey);
- Enjoy full rights as a citizen;
- Have fulfilled any obligations imposed by law concerning military service;
- Have a thorough knowledge of one of the languages of the EEA member countries and a satisfactory knowledge of another of these languages;
- Meet the character requirements for the duties involved;
- Be physically fit to perform the duties linked to the post.

Candidates should assess carefully and check before submitting their application whether they fulfil all the conditions for admission laid down in the vacancy notice, particularly in terms of qualifications and relevant professional experience.

SELECTION CRITERIA:

Candidates will be requested to demonstrate and describe experience where the following competencies have been applied. This should be done by providing concrete examples of tasks where these have been applied.

Essential:

- **Domain knowledge (environment topic)**



Describe the domain(s) in which environmental knowledge is considered to be at expert level (minimum 3 years' experience). This can include knowledge of major environmental research initiatives, policy initiatives, recent developments in scientific knowledge and associated issues. Ability to apply this knowledge should be documented by describing concrete use in tasks / deliverables.

- **Assessment Analysis/Data Analysis Tools**

Give examples of work experience where analytical methods and processes underpinning an assessment addressing a relevant environment and/or climate dimension have been applied, e.g. demonstrated ability to apply these to identify critical ideas, interdependencies, patterns, trends and findings from environmental data.

- **Policy Support**

Knowledge of applicable EU and global policy framework, policy cycle, institutional network and key decision-making processes; describe situations or written production where policy relevant information has been produced to policy makers and/or other policy stakeholders.

- **Project Management**

Knowledge of effective project management methodology and ability to plan, organise, monitor, and control projects should be demonstrated by providing examples of experience, including the efficient utilisation of technical and administrative resources to achieve project objectives.

- **System Thinking**

Describe work experience where a systemic or holistic approach has been applied in an environment and/or climate assessment, e.g. models have been created or applied using key components and interdependencies for an environmental system, or a systemic approach has been taken to capture wider socio-economic influences Describe potential impact on (own) domain area.

- **Indicator development**

Give examples of professional involvement in indicator development (or use of indicators) that has helped define and measure domain specific environmental factors and their progress toward policy objectives.

- **Collaboration/Networking/Stakeholder Management/Partnership**

Supporting an environment of co-operation and sharing of information, ideas and resources is key for co-creating knowledge. Describe work experience where close cooperation with colleagues, partners and stakeholders have been crucial to deliver on shared work goals.

- **Communication and interpersonal skills**

Proven communication and interpersonal skills*, with a demonstrable ability to establish and maintain effective working relationships in a multicultural environment

- **Written and spoken English**

Excellent command of written and spoken* English language, at least at level C1 in all categories according to the [Common European Framework of Reference for Language](#).

* Will only be tested at the stage of interview/written test.

Advantageous:



- **International experience**

Proven experience working with European Union and/or international institutions.

- **Data collection**

Experience with evaluating and incorporating new data in own domain area and knowledge of data classification. Describe concrete work experience where tools, techniques and processes have been applied in a specific area of focus.