



VACANCY NOTICE FOR POSITION OF

Expert – Climate neutrality and agriculture - Temporary Agent (AD7)

Reference no. EEA/AD/2023/4

Please send us your application by no later than 11 April 2023 at midnight (Copenhagen time), following the instructions in the [ANNEX](#).

The European Environment Agency (EEA) is organising an open competition to recruit an agriculture expert to take a leading role in connecting the wealth of knowledge derived from EEA monitoring and reporting on the climate performance of the agricultural sector with the design and planning of future European and national policies to reduce greenhouse gas emissions and increase carbon removals associated with the sector. Candidates from a broad range of disciplines (technology, economy, political science, environmental/climate science) 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.

When it comes to achieving climate neutrality of the European economy, and to reach Europe's 2030 climate target, the agricultural sector needs to enhance the effort to decrease greenhouse gas emissions and to revert the decline in carbon removals while at the same support the resilience of the sector to the effects of climate change and to avoid that such actions have negative effects on nature protection.

The EEA is instrumental to enhance the quality of monitoring and reporting of greenhouse gas emissions and removals from the agricultural sector by performance of quality checks and review of Member State greenhouse gas inventories as reported under European Union legislation. EEA supports improving the Member State inventory quality by creating awareness of and making available geographical datasets and supports policy makers by performing assessment studies to identify areas with high potential for increased carbon removals.

The successful candidate will be part of the Climate Change, Energy and Transport (CET) programme – see [EEA Organigramme](#). S/he will join 250 staff and a 38-country network on this mission, and in doing so, operate within a set of core values that drive how we work: respect, professionalism, openness, positivity, and trust.

JOB DESCRIPTION:

EEA is looking for a motivated and dedicated professional that can apply insights from the detailed technical information available from EEA's work activities to engage with European and national policy makers as well as agricultural sector stakeholders to support setting up policies that enable a sustainable transition of the agricultural sector to climate neutrality.

The expert shall be responsible for ensuring that EEA products on present and future climate



performance of the agricultural sector are a key source of information used by the European institutions and the EEA Member countries in setting up the future Common EU and national agricultural policies, especially those that are aiming at scaling up carbon farming and identifying options for greenhouse gas emissions mitigation to meet EU and national targets set under the Effort Sharing Regulation and the Land Use, Land Change and Forestry Regulation.

You will be working under the responsibility of the Head of Group – Carbon emissions and removals monitoring, reporting to the Head of Programme on Climate change, energy and transport, (see [organisational chart](#)).

The position will entail the following tasks:

Support cross-cutting assessments on climate neutrality and agriculture:

- Setup and implementation of assessments to safeguard that the increased demand for carbon removals in the agricultural sector do not lead to negative impacts on the environmental objectives of the European Green Deal.
- Participating in cross-cutting teams and projects across EEA on different thematic issues and their link to agriculture, such as climate change mitigation and adaptation, biodiversity, food systems and sustainable transitions.

Stakeholder relationships:

- Initiating and coordinating in close collaboration with the Head of Group and EEA's Brussels Representatives, EEA contributions to the EU and MS policy processes targeting climate mitigation and carbon farming in the agriculture sector; promoting the use of EEA's expertise during new EU agriculture policy development and maintaining effective networking within EU institutions, EEA Member countries and representatives of agriculture stakeholder organisations.

Strategic project planning:

- Monitoring and analysing of strategic new policy trends and developments at EU institutional and EEA member country level, as well as gathering information on latest socio-economic and technical developments to support the agricultural sector transition towards climate neutrality.
- Identifying opportunities for EEA to provide actionable knowledge to support the European institutions and EEA Member countries in setting up agricultural policies that address climate mitigation and carbon farming and to translate these opportunities into specific work annual and multi-annual work activities in close collaboration with thematic experts.

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, where the normal duration of university education is 4 years or more OR successful completion of university studies attested by a degree relevant to the field concerned, where the normal duration of university education is 3 years OR where justified in the interests of the service, professional training of an equivalent level;



b) A minimum of 6 years (with a 4 year diploma) OR 7 years (with a 3 year diploma) of relevant professional experience after award of the university degree.

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.

Any application deemed ineligible will not be further considered.

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:

Once your application will be declared eligible, it will be assessed on the basis of the following selection criteria. In your application, please provide examples from current or past work experience where these competencies have been applied.

Essential:

- Proven recent experience working within EU institutions or national administrations in developing and implementing of agricultural policies. This experience can stem from a broad range of disciplines (economy, technology political science, environmental/climate science).
- Good understanding of the structure and dynamics of the agricultural food system.
- Excellent written and verbal communication skills, including the capacity to translate complex and technical information into key messages for policy makers.
- 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](#).

Advantageous:

- Demonstrated experience in the design or implementation of EU and or national policy making aiming at reducing the climate impact of the agricultural sector.
- Excellent project management skills including experience in coordinating complex projects in the agricultural sector in support of EU or national policy level making.

Candidates invited to the written test and interview stage will also be assessed against the following behavioural competencies:

- Excellent interpersonal skills and ability to interact with a wide range of people and management levels;
- Ability to work collaboratively and share expertise with others to deliver on common work goals
- Ability to take responsibility for specific areas of work and to deliver to high standards;



- Service orientation and ability to understand stakeholder needs and requirements to ensure the delivery of quality results;
- Ability to use self-reflection and feedback to improve self-awareness and share insights with others.

CONTRACTUAL CONDITIONS:

The successful candidate will be offered a Temporary Agent contract in accordance with Article 2f) of the [Conditions of Employment of Other Servants of the European Communities](#). The selected candidate will be employed for an initial time period of four years, renewable.

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

Should the successful candidate currently hold a Temporary Agent 2(f) contract and qualify for a transfer under the terms of the CEOS, the band width for this position which can be accommodated is in accordance with Annex I of the Staff Regulations.

For information on salary, please see information published under [Temporary 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 Temporary 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 to the interview and to the written test phase the best qualified candidates (maximum of 8). Should the case arise that there are various candidates scoring the same number of points in the 8th ranking, the number of candidates to be invited may be increased accordingly to accommodate this.

The interview will be held in English and the candidate's knowledge of other languages will also be assessed during the interview. Candidates invited for an interview will be asked to undergo a written test in the area of expertise required for the post. Candidates invited for an interview will be asked to undergo a written test in the area of expertise required for the post. The test and the interview will take place online.

At the end of the interviews the Selection Committee will submit the list of suitable candidates to the Appointing Authority who will decide on the appointment of the successful candidate and the establishment of a reserve list for the post advertised or similar posts that may become available. This usually follows from follow-up recruitment interviews conducted by the Appointing Authority with the suitable candidates. Candidates shall note that inclusion on the reserve list does not guarantee recruitment. Recruitment will be based on availability of posts and budget.

The reserve list for this post will be valid until 31 December 2024 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.

