

Opinion by the EEA Scientific Committee on the recruitment of scientific staff in 2022

In 2022, recruitment procedures were completed as follows:

Temporary agents

Fourteen scientific temporary agents took up duties in 2022; seven of them from recruitment procedures that were completed in 2022 and are listed in Annex 1, and seven of them from recruitment procedures that were completed in 2021 or from earlier valid reserve lists. Three were recruited as Heads of Group – one Head of Group for the area of Mitigation, Energy and Transport; one Head of Group for the area of Systems, Foresight and SOER; and one Head of Group for the area of Enabling Systems Change; and eleven experts were recruited within the areas of Transport and Environment; Climate change (two); Pollution-free ecosystems (two); Biodiversity strategy; Copernicus land monitoring; secretariat to European Scientific Advisory Board on Climate Change (four).

Further two selection procedures for scientific temporary agents were ongoing:

- Expert for the area of Environment and climate data flows
- Expert for the area of Economics of sustainability transitions

Contract agents

Thirty scientific contract agents in Function Group IV took up duties in 2022; eleven of them from recruitment procedures that were completed in 2022 and are listed in Annex 1, and nineteen of them from recruitment procedures that were completed in 2021 or from earlier valid reserve lists. The experts were recruited within the areas of Greenhouse gas monitoring; Circular economy and waste; Marine and maritime data reporting; Biodiversity and ecosystems protection; Marine sustainability; Biodiversity and ecosystems; Urban adaptation; Foresight and policy; Environment, human health and well-being; Data governance; Geospatial data management; GEO data and IT infrastructure management; Copernicus land monitoring; Copernicus biophysical monitoring; Air pollution, industry and environment; Freshwater and marine data flows and reporting; Climate and energy progress reporting; Mission on adaptation content development; Forest and bioeconomy; Climate change mitigation and energy; Mission on adaptation knowledge hub development; Geospatial data management; European climate risk assessment; European climate and health observatory; Communication for European climate risk assessment; ICT; Digitalisation; Climate risks and adaptation under climate law; Copernicus land monitoring services (two).

One further selection procedure for a scientific contract agent in FG IV was ongoing:

- Sustainability transitions

The Scientific Committee notes that the expertise needed was sufficiently represented in the Selection Committees, as each Selection Committee consisted primarily of EEA staff working on the corresponding area that was relevant for each new post. The names of the Selection

Committee Members for the above posts are attached to this paper. The Scientific Committee was informed in a timely manner about the vacancies and was able to assist both by participating in some Selection Committees and by distributing the calls to their networks.

The Scientific Committee takes note of the continuing expansion of the EEA staff numbers in 2022. This recruitment is in line with the roles assigned to the EEA by EU bodies through the European Green Deal and the 8th Environment Action Programme. The Scientific Committee is satisfied that the recruitment procedures were of high quality and were pursued in line with the EEA/EIONET Strategy 2021-2030.

At a time when action of unprecedented scale and speed is needed to address the exceedance of planetary boundaries, the Scientific Committee believes that the EEA will need to adopt a forward-looking approach to future recruitments, in order to be prepared for the upcoming challenges related to collection of environmental data and their analysis.

Having a central role as curator of environmental data in Europe, the EEA needs to pay attention to and strengthen its staff's digital and data quality related capabilities. Desirable competence strengthening could relate to advanced data analysis and computational skills to deal with big and unstructured datasets and identify tipping points and non-linear trends, as well as digital communication skills to provide timely assessments and policy insights. This would be in line with Strategic Objectives 2 and 4 of the EEA's Single Programming Document of 2024-26, which highlight the need to provide timely input to solutions for sustainability challenges and to make full use of the potential of data, technology and digitalisation, respectively.

The Scientific Committee will continue to play an important role in the EEA recruitment process by raising awareness of the open EEA posts to qualified candidates with acknowledged scientific basis and also by participating, to the extent possible, in the selection processes. The Scientific Committee invites the EEA to consider some flexibility in the involvement of SC members in its recruitment procedures, in view of the significant workload required to participate in the selection committees.

Adopted by the Scientific Committee on 25 October 2023

Claire Dupont

Chair of the EEA Scientific Committee

Annex 1

Overview of selection procedures for EEA scientific staff in 2022

Temporary Agents

Programme and Group	Post reference	Job Title	Grade	Selection Committee members	Staff Committee nominees	Scientific Committee participation
BHR1 (completed, 2 experts recruited)	EEA/AD/2021/9	Expert – Pollution-free ecosystems	AD6	Riyong Kim, Stephane Isoard, Stefan Jensen, Agnieszka Andrzejewska (Admin)	Ian Marnane	Jana Friedrich (withdrew)
DIS3 (completed, 1 expert recruited)	EEA/AD/2021/11	Expert – Copernicus land monitoring	AD7	Chris Steenmans, Andrus Meiner, Andreas Manville (Admin)	Anke Lukewille	
CET4 (completed, 4 experts recruited)	EEA/AD/2022/2	Experts to the European Scientific Advisory Board on Climate Change	AD6	Francois Dejean, Rasmus Sangild, Agnieszka Andrzejewska (Admin)	Aleksandra Kazmierczak	Ana Iglesias
Cluster procedure to fill several posts across programmes, including for SEVESO and PRTR (ongoing)	EEA/AD/2022/8	Expert - Environment and climate data flows	AD6	Daniel Martin-Montalvo Alvarez, John Van Aardenne, Usue Donezar, Agnieszka Andrzejewska (Admin)	Peter Christian Kjeld	Leonor Tarrason (withdrew)
STR2 (ongoing)	EEA/AD/2022/10	Expert - Economics of sustainability transitions	AD6	Riyong Kim, David Cartaxo (Admin)	Ioannis Bakas	

Contract Agents

Programme and Group	Post reference	Job Title	Grade	Selection Committee members	Staff Committee nominees	Scientific Committee participation
Cluster procedure to fill several posts across programmes (completed, 7 experts recruited)	EEA/CA/2021/10	Experts – Climate change	FG IV	Blaz Kurnik, Suzanne Dael, David Cartaxo (Admin)	Joana Lobo	
DIS (completed, 2 experts recruited)	EEA/CA/2022/3	Expert - ICT	FG IV	Chris Steenmans, Antonio de Marinis, David Cartaxo (Admin)	Rasa Narkeviciute	
DIS3 (completed, 2 experts recruited)	EEA/CA/2022/5	Expert – Copernicus land monitoring services	FG IV	Andrus Meiner, Usue Donezar, David Cartaxo (Admin)	Christiana Photiadou	
STR1 (ongoing)	EEA/CA/2022/11	Expert - Sustainability transitions	FG IV	Richard Filcak, David Cartaxo (Admin)	Irina Levinsky	