



**VACANCY NOTICE FOR POSITIONS OF
Head of Unit ‘Earth Observation and Digital Transformation’
- Temporary Agent (AD9)**

Reference no. EEA/AD/2025/5

Please send us your application by no later than 11 August 2025 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 positions of Head of Unit.

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 DESCRIPTION:

Reporting to the Head of Department ‘Digital’ (see [organisational chart](#)), the Head of Unit 'Earth Observation and Digital Transformation' should lead and motivate staff, support their development, and manage their performance. They should maintain communications with management and other stakeholders in order to steer and influence discussions effectively, and to ensure collaboration across different units and departments. The Head of Unit will be responsible for the overall management of the unit’s activities and staff, as well as for planning and budgeting.

The position will entail the following tasks:

Unit management and planning:

- Defining operational objectives and performance indicators for the staff in the Unit based on the EEA Single Programming Document (SPD), EEA-Eionet Strategy and the Annual Management Plans (AMPs);
- Following up and progress reporting of operational objectives;
- Performing quality assurance and control of processes, products and services where the Unit is responsible;
- Supporting the Head of Department and active contribution to planning and management for the Department.

People management:

- Managing the team allocated to the Unit;
- Ensuring job descriptions and career development plans are meaningful, completed and updated as required;
- Ensuring appraisals are completed as required and used constructively to improve performance;
- Coordinating and planning of day-to-day operations;
- Fostering communication and engagement of staff in Unit activities;
- Coaching and support to staff to foster team performance and well-being;
- Taking the initiative when needed of corrective and preventive actions concerning processes and interpersonal relations (collaboration) in the Unit;

- Participating in selection procedures for new staff to the Unit.

Resource management:

- Planning and execution of the human and financial resources allocated to the Unit;
- Managing and following up of leave, absence, hybrid-working and time-recording;
- Planning, authorisation and budget management of missions, training, and meetings in the Unit;
- Acting as Authorising Officer by sub-delegation for financial and budgetary aspects of activities carried out within the Unit.

Digital Department:

The Digital Department at EEA leads on digitalisation across the EEA and Eionet and comprises three Units: 'Information and Communication Technology', 'Data Management' and 'Earth Observation and Digital Transformation'. As the driver of digitalisation across the EEA and Eionet, our vision is to 'harness the power of digital services and innovation to drive our data and knowledge-centric mission to inform decision-makers and the public about the state of Europe's environment, climate change and sustainability'.

The department ensures reliable, effective, and secure technology services for partners and stakeholders, adapting software and information platforms to meet evolving needs. It manages data acquisition, integration, analysis, and dissemination infrastructure, delivering user-friendly services for diverse users and stakeholders. Additionally, the department oversees the aspects of the Copernicus Earth Observation programme entrusted to the EEA and enhancing its policy relevance and uptake. It further develops the EEA's digitalisation and innovation capabilities in support of the EEA-Eionet Strategy and leads on the European Topic Centre for Data Integration and Digitalisation (ETC DI).

Head of Unit 'Earth Observation and Digital Transformation'.

As part of the Digital Department, the 'Earth Observation and Digital Transformation Unit' is central to the European Environment Agency's (EEA) ambition to become a digitally empowered, innovative and customer-oriented organisation. This newly established unit brings together several experienced and emerging cross-functional teams under one umbrella, offering a unique opportunity to lead and shape a transformative and evolving digital function, that will be central to the Agency's future.

EEA is seeking a business oriented, strategic, collaborative and impact-driven Head of Unit with a proven ability to lead digital transformation in complex environments. The successful candidate will play a key role in delivering high-quality, customer-oriented digital services for both internal and external stakeholders, in close partnership with the ICT and Data Management Units.

This is a strategic leadership role requiring vision, energy and the ability to build strong bridges between digital and organisational domains to develop and implement digital service roadmaps. You will be expected to drive an agile approach and inclusive culture, foster cross-functional collaboration and guide the team through a period of evolution and growth.

A key responsibility of the Unit is the delivery of the EEA's contributions to Copernicus, the European Union's flagship Earth observation programme. This includes oversight of the Copernicus Land Monitoring Service (CLMS) and the Copernicus In Situ component - both of which are essential to the Agency's mission and to a wide network of users and partners.

The Unit acts as a driver for digital innovation and engagement, supporting the design and delivery of services that truly meet customer needs. It will take the lead on developing deep digital-customer partnerships and driving digital enablement and capacity building activities, establishing strong working relationships across the EEA and beyond.

The Unit will also support the implementation of the EEA's new Digital Capability Strategy 2025–2030, which sets out a transformative agenda aligned with the broader EEA-Eionet strategy. The new Head of Unit will lead on several strategic initiatives and 'digital missions' aimed at accelerating the Agency's digital maturity and impact.

The final scope of the Unit and its responsibilities are expected to evolve over the course of 2026, in continuous dialogue and alignment across the Digital Department Management Team and stakeholders, to support a smooth transition and clear alignment across teams.

Key responsibilities of the 'Earth Observation and Digital Transformation' Unit:

Earth Observation (Copernicus Land Monitoring Service and In-Situ Component)

- Managing the well-established Earth observation team, delivering on EEA's responsibilities as an Entrusted Entity for the Copernicus Land Monitoring Service (CLMS) and the coordination of the in-situ component;
- Strengthening user uptake of Copernicus data across EEA, Eionet and external stakeholders to promote integration of Earth observation data in environmental monitoring, policy development and reporting;
- Steering the implementation of the Copernicus Contribution Agreement and fostering close collaboration with DG JRC, DG DEFIS and other Copernicus service entities;
- Advocating opportunities for service evolution from observations to data modelling approaches based on digital twins, new satellite missions and data assimilation techniques;
- Identifying further opportunities to exploit satellite remote sensing and geospatial data in support of Europe's environment, climate and sustainability goals and providing optimal value for internal and external users.

Digital Transformation, including digital innovation and enablement

- Provide leadership for the development and continuous improvement of key digital services under the Unit's responsibility, working collaboratively with business stakeholders and delivery teams to ensure strong alignment and measurable impact;
- Shape and deliver strategic digital roadmaps and agile, customer-focused practices that embed innovation, enhance service delivery and support the adoption of improved digital ways of working across the organisation;
- Work in close partnership with the ICT and Data Management Units to co-manage shared services, optimise resources and monitor delivery performance;
- Lead the Agency's efforts in digital innovation, including horizon scanning and the responsible integration of artificial intelligence (AI) into core business operations;
- Drive stakeholder engagement by developing strategic partnerships and implementing structured engagement plans to support digital transformation;
- Lead digital capacity building with EEA staff and with Eionet, including the design and delivery of the EEA Digital Skills Academy in collaboration with the Resources Department.

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 12 years (with a 4 year diploma) OR 13 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 Türkiye);
- 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 (corresponding to level B.2 of the [Common European Framework of Reference for languages CEFR](#));
- 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:

(In your application, please provide examples from current or past work experience where these competencies have been applied)

Essential:

- Professional experience relevant to the tasks listed under “Job description”;
- At least 3 years of professional experience managing/coordinating teams within the technical/knowledge area for which the Unit is responsible.
- Demonstrated leadership in driving digital transformation and/or Earth observation programmes, with a strong track record of delivering agile, customer-focused digital services in complex or public sector environments;
- Significant experience in stakeholder engagement and partnership development, for example with EU institutions, national authorities and technical partners, ensuring co-creation and alignment with strategic goals;
- 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:

- Strong knowledge of the application of Earth observation data and services (e.g. Copernicus), with the ability to lead delivery of Earth observation services that support policy and operational decision-making at European level;
- Experience in leading agile product portfolios and applying agile methodologies at scale;
- Successful completion of leadership and management training.

Behavioural competencies:

Candidates invited to the assessment centre and interview stage will also be assessed against the following core and leadership competencies of operational leaders within a learning organisation context:

- Excellent communication and interpersonal skills;
- Diversity awareness and sensitivity;
- Create structures and processes to regularly monitor quality of outputs to agreed standards;
- Be adaptable and flexible to manage change with efficiency and effectiveness;
- Translate EEA strategy into team goals and activities to build a shared purpose;
- Motivate and empower team members by providing ongoing constructive and developmental feedback;
- Address performance issues when they arise by providing continuous guidance and support through coaching;
- Identify the right roles and responsibilities to best utilise team members' strengths and individual aspirations to enhance the team's performance;
- Nurture staff engagement by building trust and inspiration for the work the team and the EEA contributes to;
- Be aware of own and others' perspectives and emotions to ensure a clear focus on outcomes, continually enhancing, with humility, own leadership capability;
- Work collaboratively and build productive networks to interact with a wide range of colleagues, stakeholders and management levels;
- Hold oneself and others accountable for actions and results, demonstrating EEA's five core values (Respect; Professionalism; Openness; Positivity; Trust), integrity and ethical behaviour;
- Show enthusiasm for learning and for the human interaction aspect of managing, coaching and developing people.

EMPLOYMENT CONDITIONS:

The successful candidate will be offered a Temporary Agent contract in accordance with Article 2(f) of the [Conditions of Employment of Other Servants of the European Union](#). 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 and a management trial period of the same duration. During the management trial period mandatory management training must be successfully completed.

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 may also be assessed during the interview. Candidates invited for an interview will be asked to undergo a written test in English, in the area of expertise required for the post. The test and the interview will take place online.

Following the interviews, the selection committee will establish a list of best qualified candidates for a second interview with a selection committee, with the Executive Director. The second interview may take place in person in Copenhagen.

All applicants invited to the second interview shall take part in an evaluation with an assessment centre before the second interview, unless the applicant has taken part in such assessment centre in the 2 years preceding the closing date for applications. If an applicant has taken part in an assessment centre within this two-year period, but not within the 18 months preceding the closing date for the receipt of applications, they may at their request be admitted to the assessment centre. The assessment centre shall evaluate the applicants' potential and shall provide an in-depth analysis of managerial skills, adaptability and other core competencies. It shall comprise individual and/or group exercises as well as in-depth interviews focused on management skills. The result of the assessment centre evaluation shall be taken into consideration by the selection committee with the Executive Director.

The result of the selection will be communicated in writing to the concerned candidates. The selected candidates will be the ones assessed through the interviews and assessment centre as the best qualified to perform the tasks set out above. After the second interviews, the Appointing Authority will decide on the appointment of the successful candidate(s) and the establishment of a reserve list for the post advertised or similar posts that may become available. 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 2026** 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.