



**VACANCY NOTICE FOR POSITIONS OF
Expert - Climate and Agriculture
- Temporary Agent (AD5)
Reference no. EEA/AD/2026/3**

Please send us your application by no later than 7 April 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 of experts to work in the field of climate change mitigation and agriculture.

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.

In its Climate and Circular Economy Department, the agency analyses progress to European and national targets for climate change mitigation, building on its responsibilities for compiling and ensuring the quality of the annual EU greenhouse gas inventory. The Department supports the European Commission and Member States' implementation of the Land Use, Land Use Change and Forestry (LULUCF) regulation and the Carbon Removals and Carbon Farming (CRCF) regulation. It also carries out analyses of greenhouse gas emission reductions in the agricultural- and land use sectors, including recent assessments on carbon removals and biomass in Europe.

While the agency's headquarters in Copenhagen, Denmark is a workplace for more than 300 employees working across the environmental, climate and sustainability areas, the agency's work is also carried out in close collaboration with a range of partners and stakeholders. These include national policymakers in the European Information and Observation Network (EIONET), the European Topic Centres, relevant European institutions and expert communities.

JOB DESCRIPTION:

Under the responsibility of the Head of Unit 'Greenhouse Gas Inventory and Carbon Removals', reporting to the Head of Department 'Climate and Circular Economy' (see [organisational chart](#)), the EEA is looking for a motivated and dedicated professional to contribute expert knowledge to its work on GHG emission reductions and carbon removals in the agricultural sector. Candidates from relevant disciplines, including agriculture, environmental/climate science and economics, are encouraged to apply.



The successful candidate will take responsibility for assessments related to the climate performance of the agricultural sector, ensuring that EEA datasets, analyses and knowledge products are robust, relevant and usable for the development and implementation of EU and national climate and agricultural policies. This will also require interactions with relevant national and EU-level stakeholders in the climate and agricultural fields.

The position will entail the following tasks:

- Carrying out assessments analysing the contribution of agricultural mitigation actions and carbon removals to EU climate objectives;
- Contributing to cross-agency work on the links between agriculture and climate mitigation, climate adaptation, biodiversity, bioeconomy- and food systems and sustainable transitions;
- Identifying methodological issues and proposing improvements to agricultural emissions reporting, data collection and consistency;
- Following policy and technical developments relevant to the agricultural sector's contribution to EU climate objectives;
- Preparing expert input for exchanges with EU institutions, Member States and sector stakeholders on agricultural emissions and mitigation options;
- Engaging with Member States and Eionet countries on matters related to methodologies for assessing greenhouse gas emissions and removals through agricultural practices and land use;
- Contributing to the planning and implementation of annual and multiannual activities related to agricultural emissions and mitigation;
- Maintaining and updating datasets, indicators and other information products related to agricultural greenhouse gas emissions and mitigation.

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; OR where justified in the interests of the service, professional training of an equivalent level.
- b) A minimum of 1 year 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 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:

- At least three years of full-time professional experience at the intersection of climate change mitigation and agriculture, preferably within public administration, research institutions, international organisations or similar settings;
- Professional experience with EU and national agricultural and climate policy frameworks, providing detailed understanding of agricultural systems, their greenhouse gas emission sources and relevant mitigation options;
- Proven experience contributing to expert assessments, analyses, reports or methodologies relevant to agriculture, climate mitigation or related fields;
- Ability to communicate technical, analytical and policy-relevant information clearly, including drafting concise written outputs for different audiences; and
- 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:

- Significant experience with farming stakeholder communities, developments around carbon farming and development of incentive mechanisms for lower-emission farming practices; and
- Proven experience working with agricultural or environmental datasets, indicators, modelling tools or methodological assessments.



In addition to the requirements above, candidates invited to the written test and interview stage, will also be assessed against the following behavioural competencies:

- Excellent communication and interpersonal skills;
- Very good analytical, interpretative and presentation skills;
- Ability to work collaboratively and share expertise with others to deliver on common work goals;
- Diversity awareness and sensitivity;
- Service orientation and ability to understand stakeholder needs and requirements to ensure the delivery of quality results;
- Creativity, enthusiasm and openness to innovation;
- Flexibility and ability to work under pressure;
- Ability to organise work, work independently and prioritise tasks; and
- Ability to seek out learning opportunities proactively.

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.

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 10). Should the case arise that there are various candidates scoring the same number of points in the 10th 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 English, 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 establishment of a reserve list for the post advertised or similar posts that may become available and on the appointment of the successful candidate. For that matter, a follow-up recruitment interview conducted by the Appointing Authority with the suitable candidates may be organised, if deemed appropriate. Candidates shall note that inclusion on the reserve list does not guarantee recruitment. Recruitment will be based on availability of posts and budget.

For information regarding requests, complaints and appeals, please refer to the instructions in the [ANNEX](#).

The reserve list for this post will be valid until **31 December 2027** 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.