

## VACANCY NOTICE FOR POSITIONS OF

### Expert – Air Quality

#### - Temporary Agent (AD5)

*Reference no. EEA/AD/2026/4*

Please send us your application by no later than 20 April 2026 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 within the area of air quality in one of two profiles:

- A. Air Quality Data Management
- B. Air Quality Assessment

## 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

Under the responsibility of the Head of Unit 'Environment and Health', reporting to the Head of Department 'Environment and Sustainability' (see [organisational chart](#)), the Expert shall be responsible for tasks related to air quality data collection, management and assessment, and also on addressing topics such as air pollution emissions, noise pollution and chemicals.

The position of Expert - Air Quality Data Management will entail the following tasks:

- Managing, in close cooperation with the EEA Digital Department, the reporting of air quality data (including up-to-date real-time data) submitted to the EEA, including quality control, improvements and developing links with other relevant datasets;
- Working independently and in collaboration with colleagues in the EEA Digital Department to develop solutions for extracting and visualising data and other information through relevant platforms and content management systems such as Tableau, ESRI and Plone;



- Engaging with relevant working groups and networks related to air quality such as FAIRMODE and AQUILA;
- Maintaining and building relationships with the network of air quality data reporters across EEA member and cooperating countries;
- Supporting the activities of the European Commission with respect to policy implementation and development, including with respect to data analysis for compliance issues;
- Ensuring dissemination of data and results in appropriate formats to relevant stakeholders including the media, NGOs, countries, researchers and other relevant stakeholders;
- Supporting the automation of processes to deliver more timely data and data visualisations and data analysis and assessment to stakeholders;
- Maintaining and improving existing air quality indicators and applications;
- Working closely with colleagues within the department and across other departments to develop cross-cutting datasets and analyses, for example, on topics such as climate, biodiversity, transport, etc.

The position of Expert - Air Quality Assessment will entail the following tasks:

- Reviewing and assessing data on new and emerging pollutants collected under the revised Ambient Air Quality Directive to develop new knowledge on their presence and impact on the environment and human health;
- Collaborating with other colleagues and external stakeholders to deliver integrated products which address the relationships between air pollution and other factors such as climate change, circular economy, energy transition, industrial transformation and other policy initiatives;
- Supporting the European Commission in the assessment of spatial representativeness of monitoring locations and identification of pollution hotspots;
- Building and maintaining relationships and collaborative activities with members of the Eionet network, such as in the assessment of local, regional and national measures to improve air quality;
- Supporting the delivery of regular air quality knowledge products such as the Air Quality Index and periodic reports examining the trends in pollution concentrations and their impacts on human health and the environment;
- Conducting combined analysis and assessment of air quality datasets and other relevant geospatial or other thematic datasets such as climate, demographic, socioeconomic, behavioural, and other environmental occurrence datasets;



- Developing and providing relevant information such as the impacts of air pollution on health, and the impacts on vulnerable groups and exposure inequalities;
- Supporting the European Commission in their periodic review of the Directive (as required every 5 years).

The 'Environment and Health' Unit in which the successful candidates would be based covers a range of topics including air quality, air pollution emissions inventories, environmental noise, chemicals and One Health, with a focus on the health effects (burden of disease) related to exposure to environmental pollution and other environmental risk factors. The candidate may be required to support other areas of work and to collaborate closely with colleagues across the agency.

### **ELIGIBILITY CRITERIA**

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

- a) A level of education which corresponds to completed university studies of at least three years attested by a diploma, OR where justified in the interest 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

### Essential:

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

- Demonstrated relevant experience, professional skills, and performance related to the duties and responsibilities described above in at least one of the following areas:
  - A. Air Quality Data Management; or
  - B. Air Quality Assessment;
- Demonstrated experience synthesising complex air quality data/information into structured, clear and high-quality outputs for different stakeholders;
- In-depth knowledge of European air quality legislation, processes and policies, including experience supporting or working with the Ambient Air Quality Directive and related EU policy processes;
- Excellent project management skills, including time management and task management, quality control and effective coordination of complex tasks;
- 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:

- Experience using tools for the visualising and presenting of environmental data (e.g. Tableau, ARCGIS or other relevant tools), including coding (e.g. python, SQL, R);
- Experience assessing the impact of air pollution on human health and wellbeing (e.g. direct health effects, socioeconomic aspects, impacts on sensitive and vulnerable groups) and on the environment.

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 and ability to establish and maintain effective working relations with colleagues and stakeholders in a multicultural environment;
- Diversity awareness and sensitivity;
- Well-developed solution-oriented and problem-solving approach;
- Ability to take responsibility for specific areas of work and to deliver to high standards;
- Attention to detail;



- Service orientation and ability to understand stakeholder needs and requirements;
- Ability to seek out learning opportunities proactively, to handle situations and problems with innovation and creativity.

## 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 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 16). Should the case arise that there are various candidates scoring the same number of points in the 16th 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 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 2027** and may be extended at the discretion of the Appointing Authority.

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

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.