



**VACANCY NOTICE FOR POSITIONS OF
Expert - Environment and Climate Monitoring
- Contract Agent (FGIV)**

Reference no. EEA/CA/2025/10

Please send us your application by no later than 13 October 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 of experts to work in the areas of environment and climate monitoring and associated data management.

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.

One of EEA's core tasks is the collection, analysis and dissemination of environment and climate data that are used to monitor progress towards national and EU targets. Most of the information requirements for these structured data are defined in European legislation.

To support this core task, EEA seeks motivated and engaged professionals to work in an EU institution at the forefront of Europe's work on environment and climate. Candidates may be recruited to work on existing or new data reporting and data management activities related to the following topic areas:

- Ambient air quality;
- Air pollution emissions and inventories;
- Chemicals data, including areas such as human biomonitoring, chemical environmental occurrence data and indoor air quality data;
- Drinking water and urban waste water management;
- Reuse of treated waste water, including its contribution to the water cycle;
- Mitigation of pollution to water, air and soil;
- Greenhouse gas emissions and removals;



- Climate change mitigation;
- Climate change adaptation;
- Energy systems;
- Transport and mobility;
- Biodiversity and Nature, including monitoring of birds, species and habitats, invasive alien species, pollinators, nature restoration, protected areas, soil monitoring, and forest health;
- Land use, land use change and forestry.¹

In addition to supporting the 27 EU Member States and 5 additional EEA Member Countries in environment and climate monitoring, EEA also supports 6 West Balkan countries ² and the 9 Contracting Parties to the Energy Community in these activities.

[1] Successful candidates may work on data monitoring and data management related to a range of European legislation. These may include:

- *Water: Recast Urban Waste Water Treatment Directive, Water Reuse Regulation, Drinking Water Directive, Bathing Water Directive, EEA WISE-State of Environment, namely WISE-6;*
- *Air quality: EU Air Quality Directives, The National Emission reduction Commitments Directive and the and international Long-range Transboundary Air Pollution reporting obligations;*
- *Chemicals, human biomonitoring, indoor air quality and other potential environmental occurrence data: One Substance One Assessment Regulation;*
- *Climate and energy: Regulation of the Governance of the Energy Union and Climate Action, both in the EU and in the Energy Community;*
- *CO2 emissions from road transport;*
- *Restoration and invasive alien species: National Restoration Plans, Nature Restoration Regulation;*
- *Future data flows on soil monitoring and forest health.*

[2] This designation is without prejudice to position on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo declaration of independence.

**JOB DESCRIPTION:**

Under the responsibility of the Head of Unit, reporting to the Head of Department (see [organisational chart](#)), the Expert shall be responsible for monitoring environment and climate progress.

The EEA seeks talented individuals with demonstrated skills in monitoring environmental and climate progress by collecting, analysing and disseminating specific data, structured in the context of national or EU policy requirements. As “Experts in Environment and Climate Monitoring”, the successful candidates will work across the lifecycle of environment and climate monitoring, with focus on at least one specific topic area. This lifecycle encompasses the development of data flows and data models, collection of data, quality assurance, analysis, development of suitable data products and dissemination.

Collaboration and stakeholder engagement is a key part of the work of “Experts in Environment and Climate Monitoring” and includes teamwork with both internal and external partners. These include other thematic and technical experts within the agency; partners in the European Topic Centres; representatives of reporting countries or companies; and counterparts in other EU institutions.

The position will entail the following tasks:

- Supporting the development of data collection mechanisms and workflows. This includes translation of data reporting requirements from EU legislation into data models/reporting templates to be used by data reporters ensuring consistency with thematic legislation requirements;
- Working collaboratively to establish new reporting dataflows in the agency’s data collection system Reportnet, including preparation of automatic quality checks to be run on the submissions;
- Providing training and operational support (including guidance documents) for reporters in fulfilling their data reporting obligations;
- Carrying out and coordinating quality assurance and quality control of each data submission and aggregation of the data into a European data set;
- Making use of data management tools, data analytics techniques and innovative dissemination methods to handle tabular, descriptive or geographic datasets;
- Performing analysis of the final, aggregated dataset in comparison to historical trends, available projections and targets;



- Preparing indicators, presentations, data visualisations or other materials as relevant, in order to share the data and analysis with other thematic experts, policy makers and the public;
- Maintaining data and derived products on the agency's information platforms and websites.
- Collaborating and coordination with other EU agencies on shared areas of work, common data flows and transfer of data between organisations.
- Contributing to and aligning with the implementation of EEA data governance principles and practices.

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 in the field concerned of at least 3 years;
- b) A minimum of 3 years 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:

- Proven experience working with the full lifecycle of data management, from collection and quality assurance to analysis and dissemination;
- Sound understanding of data management and analysis techniques, including the use of relevant tools and software as well as experience developing clear documentation of standard procedures;
- Excellent project management skills and demonstrated experience with project design, implementation, monitoring and evaluation;
- Proven experience working with groups of stakeholders in the environment or climate fields in relation to complex or technical processes, particularly in providing technical guidance, training, and/or capacity building;
- 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 expertise in a specific topic area related to environment and climate, with reference to the list of 13 topic areas in the first section of this vacancy notice;
- Proven experience with innovative techniques for data analysis and management (for example, applied data science, artificial intelligence or machine learning techniques).

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;
- Ability to work collaboratively and share expertise with others to deliver on common work goals;
- Diversity awareness and sensitivity;



- Attention to detail and ability to summarise complex information;
- Well-developed solution-oriented and problem-solving approach, stakeholder orientation and a proactive way of working;
- Enthusiasm, flexibility and ability to work under pressure;
- Ability to organise work and prioritise tasks; and ability to seek out learning opportunities proactively.

EMPLOYMENT CONDITIONS:

The successful candidate will be offered a Contract Agent contract in accordance with Article 3a) 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.

Please note that recruitment is done in the first step of the grade within Function Group IV to which the successful candidate qualifies, depending on the duration of the acquired professional experience.

For information on salary, please see information published under [Contract 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 40). Should the case arise that there are various candidates scoring the same number of points in the 40th 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.

The reserve list for this post will be valid until **31 December 2026** 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.