

VACANCY NOTICE FOR POSITIONS OF

Expert - Data Governance

- Contract Agent (FGIV)

Reference no. EEA/CA/2025/7

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 of experts to work in the field of data governance.

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 'Data Management', reporting to the Head of Department 'Digital' (see [organisational chart](#)), the Expert shall be responsible for data governance and data management activities.

THE DIGITAL DEPARTMENT:

The Digital Department at EEA leads on technology, data, and Earth observation services. It drives digitalisation across the EEA and Eionet, maximising the potential of digitalisation to achieve environmental, climate and sustainability goals.

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).

DATA AND ANALYTICS AT THE EEA:

The strategic importance of data, new technologies and digitalisation at EEA is rapidly increasing, and the amount of EEA dataflows and collection and processing of real-time sensor data and remotely sensed data (Copernicus) follow the same trend.

Our goal is to deliver effective and efficient management of environmental and climate data and indicators, leveraging advanced data analytics to extract valuable insights and knowledge to empower informed

decision-making, supporting policy development and enable our stakeholders, external relations and the European public to explore, access and share our unique data collections.

To support in delivering this goal, the EEA is seeking a dynamic and experienced Data Governance Expert to lead the implementation and operationalization of our revised data governance model. Strengthening our data governance is key to implementing the EEA Data Strategy and recently adopted EEA Digital Capability Strategy. This is a critical role that will shape how we manage and leverage data as a strategic asset, driving significant improvements in data quality, operational efficiency, and business outcomes. The ideal candidate will be a highly motivated self-starter with a strong understanding of data governance principles and practices, excellent communication and stakeholder management skills, and a proven track record of successfully delivering implementation programmes.

This role will be central in establishing a data governance framework that fosters collaboration and shared responsibility between our core data management team and the thematic units. Thematic units carry out the operational activities across the EEA five areas of work (see EEA-Eionet strategy). You will be responsible for driving the transition to a target operating model that balances enterprise-wide data consistency with thematic unit agility. This involves defining and setting clear expectations for data ownership and accountability and establishing governance forums to ensure effective communication and decision-making. The successful candidate will play a key role in ensuring that data governance is not only implemented but also effectively operationalized and continuously improved.

The successful candidate will join a committed and collaborative team of 350 staff based in central Copenhagen and a 38-country network on this mission, and in doing so, operate within a set of core values that drive how we work: respect, professionalism, openness, positivity and trust.

The position will entail the following tasks:

Data Governance Definition and Implementation:

- Coordinating the development and execution of a comprehensive data governance model implementation plan, aligned with the EEA's strategic objectives and the data governance vision already designed in a "To-Be" state;
- Overseeing the establishment or reinforcement of data governance roles and responsibilities, including the data governance board, data owners, and data stewards;
- Coordinating and collaborating with cross-functional teams, including IT, thematic units, communications, to ensure successful program delivery;
- Steering the implementation of data governance policies, standards, processes, and tools across the EEA;
- Establishing and managing project plans, timelines, budgets, and resource allocation for data governance initiatives.

Operationalisation and Ongoing Management:

- Operationalising the data governance framework, ensuring its effective and sustainable implementation across the EEA;
- Establishing and maintaining a data governance service catalogue, clearly defining the services provided by the central data management team and the expectations from thematic units and communications;
- Developing and implementing mechanisms for monitoring data quality, compliance, and adherence to data governance policies;

- Establishing and facilitating data governance forums, including regular data board meetings and data steward network sessions, defining agendas and ensuring effectively run;
- Implementing regular feedback loops to continuously improve the data governance model and services.

Stakeholder Engagement and Communication:

- Building strong relationships with key stakeholders across the EEA, including executive leadership, thematic unit leaders, communications and data users;
- Communicating the data governance vision, principles, and program objectives effectively to all stakeholders;
- Developing and delivering training and awareness programs to promote data and analytics literacy and understanding of data governance policies and processes.
- Facilitating collaboration and knowledge sharing among data stewards and other data governance participants.

Change Management:

- Developing and implementing change management and communication strategies, in line with EEA change management practices, to drive adoption of the data governance program and ensure smooth transition to the "To-Be" state.
- Identifying and addressing potential resistance to change, working with stakeholders to overcome challenges and foster a data-driven culture.

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 professional experience in in data governance with a track record of successful implementation and operational management;
- Proven professional knowledge and experience with data governance principles, tools, frameworks, and best practices;
- Excellent project management skills, including project design, implementation, task management and monitoring;
- Demonstrated experience working with groups of stakeholders in complex or technical processes, particularly in providing change management, training, capacity building and/or technical guidance;
- 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:

- Relevant professional experience with environment and climate data management;
- Relevant professional experience with data quality management and conceptual data models.

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;
- Diversity awareness and sensitivity;
- Well-developed solution-oriented and problem-solving approach, stakeholder orientation and a proactive way of working;
- Ability to work collaboratively and share expertise with others to deliver on common work goals;
- Attention to detail and ability to summarise complex information;
- Ability to seek out learning opportunities proactively, to handle situations and problems with innovation and creativity.

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 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 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.

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.