European Environment Agency

VACANCY NOTICE FOR POSITIONS OF

Expert – Cloud Solutions

- Contract Agent (FGIV)

Reference no. EEA/CA/2026/11

Please send us your application by no later than 26 October 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 in the field of cloud solutions.

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.

THE DIGITAL DEPARTMENT:

The Digital Department at the EEA leads on technology, data, and Earth observation services. It drives digitalisation across the EEA and the European Environment Information and Observation Network (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).

JOB DESCRIPTION:

Under the responsibility of the Head of Unit 'Digital Transformation and Technology Services', reporting to the Head of Department 'Digital' (see the EEA's organisational chart), the Expert shall be responsible for supporting the cloud infrastructure, hybrid environment operations, security, resilience and ongoing digital transformation priorities.

The successful candidate shall be responsible for designing, implementing, operating and continuously improving the Agency's cloud and hybrid infrastructure services. The role focusses on ensuring security, resilience, compliance, performance, cost efficiency and alignment with enterprise standards and digital transformation priorities.

The Expert shall work closely with architecture, security, DevOps, and application teams to ensure cloud solutions align with enterprise standards, governance, and best practices. The role places strong emphasis on team-based delivery, clear documentation, knowledge sharing and constructive technical guidance, including supporting colleagues and project teams in adopting reliable, secure and sustainable cloud practices.

The EEA supports inclusive working practices, knowledge sharing and professional development in a collaborative environment.

The position will entail the following tasks:

Cloud Platform Engineering

- Designing, building, and maintaining cloud infrastructure using Infrastructure as Code (IaC);
- Implementing and managing cloud services across compute, storage, networking, and platform services;
- Ensuring high availability, resiliency, and scalability of cloud environments.

Operations & Reliability

- Monitoring cloud platforms, proactively identify issues, and resolve incidents;
- Optimising performance, availability, and operational stability;
- Supporting backup, disaster recovery, and business continuity designs.

Security & Compliance

- Implementing cloud security controls, including identity, access management, networking, and encryption;
- Applying security and compliance requirements in line with organisational policies;
- Collaborating with security teams on vulnerability management and remediation.

Automation & DevOps

- Automating provisioning, configuration, and deployment processes;
- Supporting Continuous Integration/Continuous Delivery (CI/CD) pipelines and DevOps ways of working;
- Reducing manual operational tasks through scripting and tooling.

Cost & Optimisation

- Monitoring and optimise cloud costs and resource utilisation;
- Providing recommendations for cost efficiency and capacity planning;
- Supporting FinOps processes and reporting where required.

Collaboration & Documentation

- Working closely with Cloud and/or Solution Architects and Technology Governance to align with standards.
- Documenting cloud designs, configurations, and operational procedures.
- Providing technical input and guidance to project and product teams.

Project management

- Planning, coordinating and managing IT infrastructure projects in line with the Agency's project management methodology, including scope, milestones, dependencies, budget, risks, issues, quality criteria and reporting.
- Translating technical objectives into realistic delivery plans, including requirements gathering, solution design inputs, implementation planning, testing, migration, cutover, stabilisation and operational handover.
- Managing stakeholder communication and change management.
- Overseeing delivery by suppliers and consultants.

ELIGIBILITY CRITERIA:

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

1) 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;
2) a minimum of 1 year of relevant professional experience after achieving the qualification set out above.

In addition, 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 ICT, with a focus on cloud, hybrid, or infrastructure and security engineering roles, including design, implementation or operation of cloud infrastructure services;

- Proven professional experience implementing and administering zero trust environments, landing zones and secure Identity and Access Management (IAM) solutions (e.g. Entra ID suite, Windows ADDS (Active Directory Domain Services), Azure/AWS landing zones, Conditional Access, JEA/JIT (Just-Enough/Just-In-Time) access, SSO (Single Sign On), secrets management, etc.), virtualization solutions;
- Proven professional experience contributing to IT service management processes, including incident, problem, and change management and the production of technical documentation, operational procedures and knowledge transfer materials in cross team environments;
- 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:

- Proven experience using M365 governance, compliance and security, including Microsoft Defender, Sentinel, Purview, Azure Key Vault, Azure Arc, secrets management;
- Project management certification or proven experience using recognised project delivery methodologies in infrastructure, cloud or digital transformation programmes.
- In addition to the requirements above, candidates invited to the written test and interview stage, will also be assessed against the following behavioural competencies:
- Ability to communicate clearly, listen actively and adapt communication to different audiences and working contexts;
- Ability to collaborate across teams, share expertise, and support inclusive ways of working to achieve common goals;
- Ability to contribute to a respectful, inclusive and psychologically safe working environment, valuing diverse perspectives and working styles;
- Ability to analyse, structure and summarise complex information clearly and accurately for different audiences;
- Ability to self-motivate, show constructive enthusiasm for the role, and sustain engagement while working independently or as part of a team;
- Ability to adapt to changing priorities, maintain quality under reasonable time constraints, and contribute constructively to problem-solving;

- Ability to organise work, prioritise tasks transparently and manage competing demands in consultation with relevant stakeholders;
- Commitment to continuous learning, openness to feedback and ability to apply new knowledge in practice.

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 Contract 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.

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.