Date: 24 February 2026

Opinion by the EEA Scientific Committee on the recruitment of scientific staff 2025

Introduction and objective of this opinion

At the request of the Executive Director, and in line with Art. 9(1) of the EEA Regulation, the EEA Scientific Committee has prepared this opinion on the recruitment of scientific staff in 2025.

The objective of the Scientific Committee opinion on recruitment is to support the Agency's continued efforts to maintain a strong scientific capacity, ensuring that EEA expertise remains well aligned with developments in scientific fields and evolving EU policy priorities.

This opinion provides a brief assessment of recruitments in 2024. In an Annex are additional considerations on public policy innovation and Agency recruitments in the period of 2017-2025.

Agency recruitment in 2024

To assess EEA recruitment in 2024, the Scientific Committee reviewed open vacancies for scientific/expert positions available on the EEA website[1] (posts for administrative support were excluded):

Scientific/Expert Posts 2024:

- **Expert - Circular economy, sustainable finance and economy analysis - Temporary Agent (AD5)**
- **Expert – Greenhouse gas emissions and carbon removals (AD6)**
- **Expert - Secretariat to the European Scientific Advisory Board on Climate Change - Temporary Agent (AD6)**
- **Expert - Climate change adaptation - Temporary Agent (AD6)**
- **Expert - Transport and Environment - Temporary Agent (AD6)**
- **Expert - Cybersecurity Architect - Temporary Agent (AD7)**
- **Expert - Data Management - Contract Agent (FG IV)**
- **Expert – Copernicus Land Monitoring - Contract Agent (FGIV)**
- **Expert - Digital transformation - Temporary Agent (AD7)**
- **Expert - Training and Career Development - Contract Agent (FGIV)**
- **Expert - Communication - Contract Agent (FGIV)**
- **Head of Unit Pollution and Health**
- **Head of Unit Freshwater and Marine**
- **Head of Unit Biodiversity and Nature**

[1] https://www.eea.europa.eu/en/about/careers/vacancies Note that this website details all previous and current vacancies, including non-scientific staff, which are consequently covered by the analysis.

- **Head of Unit Climate Neutrality, Energy and Mobility**
- **Head of Unit Climate Risk and Resilience**
- **Head of Unit Data Management**

In the Committee's view, 2024 recruitments reflect evolving EU policy priorities, most notably in climate mitigation and adaptation and circular economy, as well as advancements in digitalization, digital transformation and Earth observation. Together with skills in cybersecurity and learning and development, 2024 recruitments strengthen capacities to deliver environmental knowledge in support of the European Green Deal and the Competitiveness Compass. Recruitments are in line with previous recommendations of the Scientific Committee in opinions on recruitment of scientific staff. Further strengthening capabilities in analysis of unstructured data will allow the EEA to augment its analysis of environmental trends.

Adopted 24 February 2026

[Signed]

Louis Meuleman, Chair of the EEA Scientific Committee

Annex: EEA Recruitment Analysis

ANNEX

EEA Recruitment Analysis

EEA Recruitment Analysis by Teis Hansen, Scientific Committee Vice-Chair and member, informed by an LLM-based document information extraction by Johan Nikolaj Lausen, University of Copenhagen, under the supervision of Teis Hansen.

This analysis concerns EEA vacancies for scientific and expert positions published between 2017 and September 2025. Vacancies were analysed against:

1. The EEA/EIONET Strategy 2021-2030[2], published in January 2021, outlining the focus of the EEA's work
2. The competency framework developed by the UK research and innovation fund and think thank Nesta in 2019: *Skills, attitudes and behaviours that fuel public innovation*.[3]

The Nesta framework was selected because of its emphasis on team-level and organisational capabilities, rather than individual skills alone. Examples of other frameworks on public sector innovation competencies are from OECD[4] or the JRC Science for Policy Competence Framework.

Results of the analysis of vacancies for 2017-2025 should be interpreted with care. In particular:

- Observed patterns may at least partly be explained by differences in retainment of employees across different fields.
- Differences in the focus of job postings could partly be explained by natural variations in wording across different fields of expertise.
- LLM-based analyses have limitations, including potential biases.

Within these constraints, the analysis was done to provide exploratory input, and a demonstration of how such methods could be further developed and refined.

Comparing the EEA/EIONET strategy and EEA job posting

Overall, the analysis of keywords derived from the EEA/Eionet Strategy shows clear alignment between the Agency's priorities and recruitment profiles over time (see appendix for the full list of keywords).

Main observations

- **Communication** is the most frequently referenced strategic keyword across all years, reflecting its relevance to nearly all EEA roles.
- **Biodiversity** features prominently throughout the period, consistent with its central role in EU environmental policy, though mentions appear to decline somewhat in the most recent years.
- **Digitalisation** and **Earth observation** show a clear increase in recent years, reflecting evolving data, analytical and technological needs.

[2] https://www.eea.europa.eu/en/analysis/publications/eea-eionet-strategy-2021-2030
[3] https://media.nesta.org.uk/documents/Nesta_CompetencyFramework_Guide_July2019.pdf

- **Climate-related themes** (mitigation, adaptation, greenhouse gas emissions) appear consistently across years, though not among the most frequently cited keywords.
- **Integrated assessments** and **sustainability transitions** show up in peaks.
- Some thematic areas (e.g. marine environment, chemicals, human health, resource efficiency, waste management) appear less frequently in recent postings. Due to the low total number of mentions, trends in developments must be interpreted cautiously.

Differences in retainment of employees and natural variations in wording might naturally explain why some thematic areas are less frequent. The point of the analysis is not to evaluate recruitment priorities but rather to illustrate the potential for structured reflection of recruitment profiles over time. Tools like LLM and NLP can be useful to visualise patterns and support discussions on skills, competencies and future capacity needs.

Competencies for public policy innovation

The second strand of the analysis examined the mention of competencies associated with public sector innovation, as reflected in the Nesta framework (see appendix for the full list).

Main observations

- **Evidence** is by far the most consistently referenced competence across all years, underlining the central role of analytical rigour in EEA work.
- Mentions of **Creativity**, **Stakeholder engagement**, and **Agile** working have increased in recent years, suggesting a gradual broadening of competence profiles.
- Some competencies highlighted in innovation literature – such as **systems thinking, innovative approaches** or **new solutions** – appear only rarely in EEA job postings over the recent period.

Importantly, a lack of mention of innovative capacities in job postings does not indicate an absence of competencies within the Agency – and only reflects that concepts were not articulated in recruitment texts. As a first exploratory application of LLM-based analysis to recruitment, the results are necessarily tentative. Nevertheless, observations could hopefully contribute to ongoing reflections on how competencies reflected in frameworks like Nesta – relevant for addressing complex, systemic challenges – are articulated alongside conventional domain expertise.

Summary and considerations for future discussions

The analysis suggests that recruitment profiles reflect the Agency's strategic priorities as well as skills and capacities necessary for policy innovation. The framework and analysis are put forward here as a possible contribution to the Agency's ongoing discussions on capacities of staff, especially considering future needs. Additionally, the analysis might be useful as input to discussions on broader organizational purposes, including staff development, learning, and team composition over time.

Further work could explore developing more robust methodologies for analysis and comparisons with other frameworks to further support evidence-informed reflections on skills and capacities to enable systems change.

Methods

This note details an analysis of EEA job postings from 2017 to 2025. The analysis utilizes large language models to analyse each job posting, aggregates analysis across years, and investigates whether the job postings reflect changes in the EEA strategy and the NESTA Competency Framework.

LLM-based document information extraction

Job Postings

Each current and past job posting was scraped and downloaded in pdf format from the EEA website: https://www.eea.europa.eu/en/about/careers/vacancies along with the year under which they were stored in the 'Previous Vacancies' section of the site (on-going procedures were labelled as '2025').

The contents of each pdf were then extracted and passed through a Large Language Model (LLM) (Google's Gemini-2.5-Flash) to construct a markdown version of the posting (a lightweight markup language, easily readable for both humans and machines, commonly used in LLM analysis) with included descriptions of any document images substantially relating to the document content. These markdown versions were further analysed by the LLM, with instructions to separate the substantial, specialized and technical aspects of the posted role from the more generic, transversal workplace competencies and candidate qualifications. This result in two textual descriptions for each job posting.

EEA/EIONET Strategy & NESTA Competency Framework

Using another LLM-prompt, a series of key words, terms and concepts were extracted from both the EEA/Eionet Strategy 2021-2030 (https://www.eea.europa.eu/en/analysis/publications/eea-eionet-strategy-2021-2030) and the NESTA Competency Framework (https://media.nesta.org.uk/documents/Nesta_CompetencyFramework_Guide_July2019.pdf). Box 1.1 details some of the prompt instructions used for this task.

*Box **Error! No text of specified style in document.**.1: Snippet of the prompt used for keyword extraction*

"You are an expert document analyst. I am providing you with a document [...]

Your task is to analyse the inputs to produce a list of key phrases and words that would be relevant in job postings resulting from or influenced by the document.

Focus your analysis and output on aspects relevant to and important for someone hiring candidates in an organisation and producing job postings.

The summary should be output as a list of single words or of n-grams, with n up to 3. This list should include key words, terms, concepts, etc. regarding candidate competences. [...]"

This procedure resulted in 230 unique key words and phrases for the EEA/EIONET strategy, and 141 for the Competency Framework.

Document Analysis – Keywords

First, the number of occurrences of each keyword in each document was recorded and aggregated by document year.

EEA/EIONET Strategy Keywords:

Job postings show an increasing trend in the number of mentions of keywords extracted from the EEA/EIONET strategy, from before compared to after the strategy's release.

For 2017-2020 job postings (56 postings) 62 unique keywords were mentioned 425 times in total (7.59 times per file) (with the remaining ~170 keywords not mentioned once).

Post-2020 job postings (71 postings) 79 unique keywords were mentioned 691 times in total (9.73 times per file) (with the remaining ~150 keywords not mentioned once).

The following table displays those keywords mentioned more than 15 times in total. Keywords such as 'Digitalisation', 'Earth Observation', 'Capacity Building', 'Climate Change Mitigation' and 'Analytics' have grown more common in recent years:

EEA/EIONET Strategy keywords	2025 (18 postings)	2024 (12 postings)	2023 (18 postings)	2022 (11 postings)	2021 (12 postings)	2020 (17 postings)	2019 (13 postings)	2018 (13 postings)	2017 (13 postings)	Total mentions
Communication	63	14	61	18	28	23	31	28	27	293
Biodiversity	7	1	10	3	15	25	23	6	31	121
International institutions	7	1	7	5	2	6	9	2	3	42
Partnerships	2	2	6	5	12	7	2	1	1	38
Digitalisation	11	16	5	1	3	0	0	0	0	36
Earth observation	16	0	2	5	11	1	1	0	0	36
Chemicals	4	0	0	0	9	2	1	1	18	35
Human health	4	0	3	0	8	1	3	1	9	29
Freshwater	6	0	1	0	5	13	1	0	2	28
Information services	0	5	7	3	4	4	2	2	0	27
Integrated assessments	0	0	1	0	3	7	5	6	5	27
Sustainable finance	5	0	0	1	2	18	0	0	0	26
Capacity building	6	3	5	1	0	3	3	3	0	24
Air pollution	3	0	2	0	6	3	8	0	2	24
Sustainability transitions	0	0	6	11	4	0	1	1	0	23
Climate change mitigation	5	3	4	1	4	1	1	2	2	23
Circular economy	6	0	3	0	6	0	0	3	3	21

Analytics	7	5	3	4	0	1	0	0	0	20
Climate change adaptation	3	0	0	0	4	5	5	0	0	17
Modelling	1	4	1	3	0	3	0	3	2	17
European Green Deal	2	1	4	3	4	3	0	0	0	17
Greenhouse gas emissions	1	5	6	0	0	4	0	0	0	16

Competency Framework Keywords:

Competency Framework keywords also show increasing use.

For 2017-2020 job postings (56 postings) 10 unique keywords were mentioned 65 times in total (1.16 times per file) (with the remaining 131 keywords not mentioned once).

Post-2020 job postings (71 postings) 7 unique keywords were mentioned 126 times in total (1.77 times per file) (with the remaining ~134 keywords not mentioned once).

The following table displays those keywords mentioned at least once. Seemingly, especially 'Creativity' has taken root in recent years job postings, with also 'Agile' and 'Stakeholder Engagement' entering the scene:

Nesta's competence framework keywords	2025 (18 postings)	2024 (12 postings)	2023 (18 postings)	2022 (11 postings)	2021 (12 postings)	2020 (17 postings)	2019 (13 postings)	2018 (13 postings)	2017 (13 postings)	Total mentions
Evidence	21	11	20	10	9	16	13	13	13	126
Creativity	13	8	8	2	0	0	1	0	0	32
Stakeholder engagement	7	0	1	3	0	0	0	0	1	12
Agile	5	1	0	2	0	0	0	0	1	9
Resilient	1	1	0	1	0	0	1	0	0	4
Advocacy	0	0	1	0	0	0	0	0	1	2
Innovative approaches	0	0	0	0	0	0	1	0	1	2
Business models	0	0	0	0	1	0	0	0	0	1
Systems thinking	0	0	0	0	0	1	0	0	0	1
New solutions	0	0	0	0	0	1	0	0	0	1
Prototyping	0	0	0	0	0	1	0	0	0	1

Topic modelling:

Finally, a topic modelling analysis was run to identify those words, which differentiate a job posting from any given year from all others. Specifically, a Clustered Term Frequency-Inverse Document Frequency (c-TF-IDF) algorithm was run on the set job postings.

For each cluster, the 50 most strongly identified topics were compared to the extracted keywords using cosine similarity of word embeddings. Topics identified in the 'substantive' portion of the posting were compared to keywords extracted from the EEA strategy, while topics from the 'transversal' portion of the postings were compared to the keywords extracted from the NESTA Competency Framework. Topic-keyword matches with similarities above 0.75 were highlighted, and the number of such matches for each cluster are shown below:

Topic modelling performed on		Number of topics matched to at least one keyword: substance-keywords	Number of topics matched to at least one keyword: generic-keywords
individual years	['2025']	15	16
individual years	['2024']	19	16
individual years	['2023']	11	14
individual years	['2022']	8	4
individual years	['2021']	20	7
individual years	['2020']	28	1
individual years	['2019']	19	4
individual years	['2018']	12	1
individual years	['2017']	12	1

These results indicate an increasing focus in recruitment on elements related to the Competency Framework in later years, while maintaining a high level of substantial topic relating to strategy keywords. The following pages show the outputs of the topic modelling. For every year, it shows the list of topics characterizing job postings from that year that have been matched to at least one of the LLM-extracted keywords. Every topic is accompanied by a count of how many, and which keywords, it has been matched to. These lists are formatted as:

"[TOPIC] – Matches [No. matching keywords] ([MATCHING KEYWORDS])

Examples of matches are shown below

substance Matches for group ['2025'] (similarity > 0.75):

climate adaptation -- Matches: 8 (Climate ambitions, Climate challenges, Climate policies, Climate resilience, Climate change mitigation, Climate change adaptation, Climate neutrality, Changing climate)

climate risk -- Matches: 7 (Climate challenges, Climate resilience, Air and climate, Climate change adaptation, Pollution climate change, Climate change impacts, Changing climate)

climate risks -- Matches: 7 (Environmental challenges, Climate challenges, Climate resilience, Climate change adaptation, Pollution climate change, Climate change impacts, Changing climate)

European climate -- Matches: 4 (Sustainable Europe, EU environment policies, Air and climate, Changing climate)

land sector -- Matches: 2 (Economic sectors, Economy industry)

digital -- Matches: 1 (Communication)

resilience -- Matches: 1 (Climate resilience)

groundwater -- Matches: 1 (Freshwater)

water -- Matches: 1 (Freshwater)

stakeholder -- Matches: 1 (Stakeholder processes)

visualisations -- Matches: 1 (Data visualisations)

water framework -- Matches: 1 (Freshwater)

education -- Matches: 1 (Employment education)

substances -- Matches: 1 (Chemicals)

surface groundwater -- Matches: 1 (Freshwater)

substance Matches for group ['2024'] (similarity > 0.75):

carbon removals -- Matches: 9 (Climate ambitions, Climate policies, Net zero emissions, Zero-pollution ambition, Climate change mitigation, Climate neutrality, Zero pollution ambitions, Greenhouse gas emissions, Decarbonisation initiatives)

carbon removal -- Matches: 8 (Climate ambitions, Climate policies, Net zero emissions, Zero-pollution ambition, Climate change mitigation, Climate neutrality, Zero pollution ambitions, Decarbonisation initiatives)

technologies -- Matches: 3 (Data technology, New technologies, Knowledge technology)

greenhouse gas emission -- Matches: 3 (Net zero emissions, Pollution climate change, Greenhouse gas emissions)

analysis monitoring -- Matches: 3 (Data-based monitoring, Analysing and assessing, Indicator-based monitoring)

greenhouse -- Matches: 3 (Air and climate, Greenhouse gas emissions, Changing climate)

emissions carbon -- Matches: 2 (Net zero emissions, Greenhouse gas emissions)

greenhouse gas -- Matches: 2 (Air and climate, Greenhouse gas emissions)

emissions carbon removals -- Matches: 2 (Net zero emissions, Greenhouse gas emissions)

security -- Matches: 1 (Securing resources)

digitalisation -- Matches: 1 (Digitalisation)

emission -- Matches: 1 (Greenhouse gas emissions)

career -- Matches: 1 (Employment education)

gas emissions carbon -- Matches: 1 (Greenhouse gas emissions)

digitalisation topics -- Matches: 1 (Digitalisation)

gas emission -- Matches: 1 (Greenhouse gas emissions)

carbon -- Matches: 1 (Greenhouse gas emissions)

learning -- Matches: 1 (Develop knowledge)

management digitalisation -- Matches: 1 (Digitalisation)

substance Matches for group ['2023'] (similarity > 0.75):

climate neutrality -- Matches: 12 (Environment ambitions, Climate ambitions, European Green Deal, Sustainability transitions, Climate policies, Net zero emissions, Zero-pollution ambition, Climate change mitigation, Climate neutrality, Zero pollution ambitions, Pollution climate change, Decarbonisation initiatives)

economic systems -- Matches: 3 (Economic sectors, Economic and social, Macroeconomic context)

agricultural sector -- Matches: 2 (Economic sectors, Economy industry)

information services -- Matches: 2 (Share knowledge, Information services)

air quality -- Matches: 2 (Air and climate, Air pollution)

communications -- Matches: 1 (Communication)

air quality data -- Matches: 1 (Air and climate)

interests service -- Matches: 1 (Products services)

quality data -- Matches: 1 (Quality-assured data)

interests -- Matches: 1 (Shared interest)

institutional -- Matches: 1 (Institutional role)

substance Matches for group ['2022'] (similarity > 0.75):

economics -- Matches: 6 (Economic sectors, Consumption and production, Economic analytics, Economic and social, Macroeconomic context, Economy industry)

business -- Matches: 2 (Economic sectors, Economy industry)

monitoring products -- Matches: 2 (Data-based monitoring, Indicator-based monitoring)

scientific -- Matches: 2 (Scientific findings, Best available science)

Copernicus land monitoring -- Matches: 2 (Earth observation, Copernicus data)

Copernicus land -- Matches: 1 (Copernicus data)

land monitoring -- Matches: 1 (Earth observation)

industrial -- Matches: 1 (Economy industry)

substance Matches for group ['2021'] (similarity > 0.75):

environmental climate -- Matches: 13 (Environment ambitions, Environmental challenges, Climate challenges, Climate policies, Air and climate, Environmental topic, Climate change mitigation, Climate change adaptation, Climate neutrality, Pollution climate change, Climate change impacts, Changing climate, Balancing environment)

ecosystems -- Matches: 7 (Biodiversity and ecosystems, Restore ecosystems, Ecosystem-based management, Vital ecosystems, Nature-dependent systems, Healthy ecosystems, Ecological analytics)

knowledge demonstrated -- Matches: 7 (Evidence-based knowledge, Knowledge backed by data, Actionable knowledge, Scientific findings, Develop knowledge, Share knowledge, Knowledge expertise)

knowledge demonstrated professional -- Matches: 5 (Evidence-based knowledge, Actionable knowledge, Develop knowledge, Scientific expertise, Knowledge expertise)

pollution -- Matches: 4 (Environmental topic, Environmental pollutants, Air pollution, Pollution climate change)

thorough knowledge demonstrated -- Matches: 3 (Actionable knowledge, Develop knowledge, Knowledge expertise)

non toxic environment -- Matches: 3 (Zero-pollution ambition, Toxic-free environment, Balancing environment)

EU policy -- Matches: 3 (Policy agenda, EU policy priorities, EU environment policies)

involvement -- Matches: 1 (Active participation)

EEA international -- Matches: 1 (EU environment policies)

international engagement -- Matches: 1 (International institutions)

earth observation -- Matches: 1 (Earth observation)

toxic environment -- Matches: 1 (Toxic-free environment)

interdependencies -- Matches: 1 (Interdependence between dimensions)

thematic -- Matches: 1 (Thematic data)

initiatives -- Matches: 1 (New initiatives)

non toxic -- Matches: 1 (Toxic-free environment)

thematic areas -- Matches: 1 (Thematic data)

foresight -- Matches: 1 (Strategic foresight)

experience marine -- Matches: 1 (Marine environment)

substance Matches for group ['2020'] (similarity > 0.75):

knowledge innovation -- Matches: 8 (Delivering knowledge, Develop knowledge, Data driven innovation, Sharing of knowledge, Research and innovation, Knowledge technology, Knowledge innovations, Knowledge expertise)

climate change impacts -- Matches: 8 (Environmental challenges, Climate challenges, Air and climate, Climate change adaptation, Cumulative impacts, Pollution climate change, Climate change impacts, Changing climate)

environment health -- Matches: 8 (Environment ambitions, Environmental challenges, Air and climate, Sustainability and well-being, Environmental topic, Pollution climate change, Healthy ecosystems, Balancing environment)

aquatic ecosystems -- Matches: 6 (Biodiversity and ecosystems, Marine environment, Ecosystem-based management, Vital ecosystems, Nature-dependent systems, Healthy ecosystems)

monitoring reporting -- Matches: 5 (Streamlining monitoring, Data-based monitoring, Reporting and evaluation, Reporting networks, Indicator-based monitoring)

natural capital -- Matches: 5 (Restore ecosystems, Natural resources, Vital ecosystems, Nature-dependent systems, Healthy ecosystems)

sustainable green -- Matches: 5 (Sustainability and well-being, Sustainable management, Safe and sustainable design, Eco-innovation, Balancing environment)

climate change aquatic -- Matches: 5 (Climate challenges, Marine environment, Pollution climate change, Climate change impacts, Changing climate)

solid knowledge -- Matches: 4 (Actionable knowledge, Develop knowledge, Share knowledge, Knowledge expertise)

freshwater climate change -- Matches: 4 (Climate challenges, Freshwater, Climate change impacts, Changing climate)

change impacts -- Matches: 4 (Assess impacts, Cumulative impacts, Evaluating impacts, Society-wide changes)

sustainable green finance -- Matches: 4 (Sustainable Development Goals, Sustainability transitions, Sustainable management, Sustainable finance)

regulation EU -- Matches: 4 (European data strategy, EU policy priorities, EU environment policies, EU legislation)

change aquatic ecosystems -- Matches: 4 (Restore ecosystems, Vital ecosystems, Nature-dependent systems, Healthy ecosystems)

sustainable -- Matches: 3 (Sustainability and well-being, Sustainable management, Safe and sustainable design)

environment health wellbeing -- Matches: 3 (Sustainability and well-being, Healthy ecosystems, Balancing environment)

sustainable finance -- Matches: 3 (Sustainable Development Goals, Sustainable management, Sustainable finance)

regulation EU 2018 -- Matches: 2 (EU environment policies, EU legislation)

knowledge EU national -- Matches: 2 (Develop knowledge, Share knowledge)

freshwater climate -- Matches: 1 (Freshwater)

eeacademy -- Matches: 1 (EEAcademy)

freshwater -- Matches: 1 (Freshwater)

green finance -- Matches: 1 (Sustainable finance)

health wellbeing -- Matches: 1 (Human health)

vulnerability -- Matches: 1 (Vulnerability and adaptation)

management practices -- Matches: 1 (Management practices)

change aquatic -- Matches: 1 (Freshwater)

nature -- Matches: 1 (Natural resources)

substance Matches for group ['2019'] (similarity > 0.75):

health sustainable -- Matches: 15 (Sustainable Europe, Sustainability challenges, Sustainable Development Goals, Sustainability transitions, Restore ecosystems, Zero-pollution ambition, Mainstream sustainability, Sustainability and well-being, Climate neutrality, Sustainable management, Healthy ecosystems, Safe and sustainable design, Eco-innovation, Balancing environment, Sustainable finance)

health sustainable resource -- Matches: 9 (Sustainability challenges, Sustainability transitions, Restore ecosystems, Resource efficiency, Sustainability and well-being, Natural resources, Sustainable management, Recycling and reuse, Balancing environment)

energy environment -- Matches: 8 (Environment ambitions, Zero-pollution ambition, Air and climate, Environmental topic, Climate neutrality, Pollution climate change, Natural resources, Balancing environment)

environment health -- Matches: 8 (Environment ambitions, Environmental challenges, Air and climate, Sustainability and well-being, Environmental topic, Pollution climate change, Healthy ecosystems, Balancing environment)

sustainable resource use -- Matches: 5 (Sustainability challenges, Resource efficiency, Natural resources, Sustainable management, Recycling and reuse)

sustainable resource -- Matches: 4 (Resource efficiency, Natural resources, Sustainable management, Recycling and reuse)

agro ecosystems -- Matches: 4 (Biodiversity and ecosystems, Vital ecosystems, Nature-dependent systems, Healthy ecosystems)

air pollution -- Matches: 4 (Air and climate, Environmental pollutants, Air pollution, Pollution climate change)

biodiversity related -- Matches: 4 (Biodiversity and ecosystems, Biodiversity loss, Vital ecosystems, Mainstreaming biodiversity)

air quality -- Matches: 2 (Air and climate, Air pollution)

resource use -- Matches: 2 (Resource efficiency, Natural resources)

competency -- Matches: 2 (Develop competencies, Maintain competencies)

expert research communities -- Matches: 2 (Knowledge community, Communities of practice)

air quality data -- Matches: 1 (Air and climate)

quality data -- Matches: 1 (Quality-assured data)

environmental data -- Matches: 1 (Environmental topic)

interlinkages -- Matches: 1 (Interdependence between dimensions)

air -- Matches: 1 (Air and climate)

efficiency -- Matches: 1 (Resource efficiency)

substance Matches for group ['2018'] (similarity > 0.75):

environmental sustainability -- Matches: 19 (Environment ambitions, Environmental challenges, Sustainability challenges, Sustainable Development Goals, Sustainability transitions, Restore ecosystems, Zero-pollution ambition, Resource efficiency, Circular economy, Mainstream sustainability, Sustainability and well-being, Environmental topic, Climate neutrality, Pollution climate change, Sustainable management, Healthy ecosystems, Eco-innovation, Balancing environment, Sustainable finance)

energy environment -- Matches: 8 (Environment ambitions, Zero-pollution ambition, Air and climate, Environmental topic, Climate neutrality, Pollution climate change, Natural resources, Balancing environment)

green economy -- Matches: 7 (European Green Deal, Sustainability transitions, Circular economy, Bio-economy, Healthy ecosystems, Eco-innovation, Sustainable finance)

economy -- Matches: 3 (Economic sectors, Economic and social, Economy industry)

international environment -- Matches: 3 (Environmental topic, Pollution climate change, International institutions)

sciences -- Matches: 3 (Scientific findings, Best available science, Interface of science)

waste -- Matches: 2 (Waste management, Recycling and reuse)

waste management -- Matches: 2 (Waste management, Recycling and reuse)

resource efficiency -- Matches: 2 (Resource efficiency, Recycling and reuse)

waste management prevention -- Matches: 2 (Waste management, Recycling and reuse)

EU waste -- Matches: 2 (Sustainable Europe, EU environment policies)

validation -- Matches: 1 (Quality-checking)

substance Matches for group ['2017'] (similarity > 0.75):

integrated policy -- Matches: 5 (Policy responses, Policy implementation, Policy agenda, Policy integration, Policy coherence)

climate energy -- Matches: 3 (Climate ambitions, Climate policies, Climate neutrality)

integrated policy analysis -- Matches: 3 (Policy implementation, Policy agenda, Policy integration)

chemicals environment -- Matches: 3 (Environmental pollutants, Pollution climate change, Chemicals)

biodiversity data -- Matches: 3 (Biodiversity and ecosystems, Biodiversity loss, Mainstreaming biodiversity)

reporting platform -- Matches: 2 (Streamlining reporting, Reporting and evaluation)

policy analysis -- Matches: 2 (Policy implementation, Policy agenda)

chemicals -- Matches: 1 (Chemicals)

data handling -- Matches: 1 (Big data)

human health -- Matches: 1 (Human health)

new data flows -- Matches: 1 (Improve data flows)

data flows -- Matches: 1 (Improve data flows)

generic Matches for group ['2025'] (similarity > 0.75):

innovation -- Matches: 5 (Public innovation, Intrapreneurship, Explore new ideas, Inventiveness, Open doors for innovation)

seek learning -- Matches: 4 (Accelerating Learning, Learning by doing, Gain new knowledge, Learn from it)

learning -- Matches: 4 (Accelerating Learning, Learning by doing, Gain new knowledge, Learn from it)

creativity -- Matches: 3 (Divergent thinking, Creativity, Inventiveness)

seek learning opportunities -- Matches: 3 (Explore new ideas, Gain new knowledge, Create opportunities)

learning opportunities proactively -- Matches: 2 (Gain new knowledge, Create opportunities)

learning opportunities -- Matches: 2 (Gain new knowledge, Create opportunities)

opportunities proactively -- Matches: 1 (Create opportunities)

ability seek learning -- Matches: 1 (Gain new knowledge)

ability understand stakeholder -- Matches: 1 (Stakeholder Engagement)

colleagues stakeholders -- Matches: 1 (Stakeholder Engagement)

stakeholder needs -- Matches: 1 (Stakeholder Engagement)

stakeholder needs requirements -- Matches: 1 (Stakeholder Engagement)

understand stakeholder needs -- Matches: 1 (Stakeholder Engagement)

understand stakeholder -- Matches: 1 (Stakeholder Engagement)

following behavioural competencies -- Matches: 1 (Skills, attitudes, behaviours)

generic Matches for group ['2024'] (similarity > 0.75):

problems innovation creativity -- Matches: 10 (Public innovation, Intrapreneurship, Explore new ideas, Develop new ideas, Imaginative problem solving, Envisioning new possibilities, Divergent thinking, Creativity, Inventiveness, Open doors for innovation)

problems innovation -- Matches: 8 (Public innovation, Intrapreneurship, Explore new ideas, Develop new ideas, Envisioning new possibilities, Creativity, Inventiveness, Open doors for innovation)

innovation creativity -- Matches: 8 (Public innovation, Explore new ideas, Develop new ideas, Envisioning new possibilities, Divergent thinking, Creativity, Inventiveness, Open doors for innovation)

seek learning -- Matches: 4 (Accelerating Learning, Learning by doing, Gain new knowledge, Learn from it)

learning -- Matches: 4 (Accelerating Learning, Learning by doing, Gain new knowledge, Learn from it)

problems -- Matches: 4 (Public Problem Solving, Wicked problems, Open problem solving, Exploring problems)

seek learning opportunities -- Matches: 3 (Explore new ideas, Gain new knowledge, Create opportunities)

creativity -- Matches: 3 (Divergent thinking, Creativity, Inventiveness)

situations problems -- Matches: 3 (Wicked problems, Difficult situations, Exploring problems)

learning opportunities -- Matches: 2 (Gain new knowledge, Create opportunities)

learning opportunities proactively -- Matches: 2 (Gain new knowledge, Create opportunities)

ability seek learning -- Matches: 1 (Gain new knowledge)

situations -- Matches: 1 (Difficult situations)

opportunities proactively -- Matches: 1 (Create opportunities)

opportunities proactively handle -- Matches: 1 (Create opportunities)

high level -- Matches: 1 (High level change)

generic Matches for group ['2023'] (similarity > 0.75):

skills ability interact -- Matches: 2 (Skills, attitudes, behaviours, Orchestrating interaction)

work collaboratively share -- Matches: 1 (Working Together)

ability work collaboratively -- Matches: 1 (Working Together)

collaboratively -- Matches: 1 (Working Together)

work goals -- Matches: 1 (Achieve objectives)

common work goals -- Matches: 1 (Achieve objectives)

work collaboratively -- Matches: 1 (Working Together)

goals -- Matches: 1 (Achieve objectives)

behavioural -- Matches: 1 (Skills, attitudes, behaviours)

enthusiasm flexibility -- Matches: 1 (Willingness to take risks)

behavioural competencies -- Matches: 1 (Skills, attitudes, behaviours)

flexibility ability -- Matches: 1 (Willingness to take risks)

skills ability -- Matches: 1 (Skills, attitudes, behaviours)

skills ability work -- Matches: 1 (Skills, attitudes, behaviours)

generic Matches for group ['2022'] (similarity > 0.75):

orientation proactive -- Matches: 1 (Action-oriented)

skills ability work -- Matches: 1 (Skills, attitudes, behaviours)

behavioural competencies excellent -- Matches: 1 (Skills, attitudes, behaviours)

solution -- Matches: 1 (New solutions)

generic Matches for group ['2021'] (similarity > 0.75):

achieve -- Matches: 1 (Achieve objectives)

networking stakeholder -- Matches: 1 (Stakeholder Engagement)

collaboration networking stakeholder -- Matches: 1 (Stakeholder Engagement)

networking stakeholder management -- Matches: 1 (Stakeholder Engagement)

stakeholder management -- Matches: 1 (Stakeholder Engagement)

collaboration -- Matches: 1 (Working Together)

objectives -- Matches: 1 (Achieve objectives)

generic Matches for group ['2020'] (similarity > 0.75):

effective working relationships -- Matches: 1 (Working Together)

generic Matches for group ['2019'] (similarity > 0.75):

effective working relationships -- Matches: 1 (Working Together)

skills demonstrable ability -- Matches: 1 (Skills, attitudes, behaviours)

effective working -- Matches: 1 (Working Together)

stakeholders proven communication -- Matches: 1 (Stakeholder Engagement)

generic Matches for group ['2018'] (similarity > 0.75):

purposes -- Matches: 1 (Decision-making purposes)

generic Matches for group ['2017'] (similarity > 0.75):

good knowledge -- Matches: 1 (Gain new knowledge)