

# EEA Human Resources Framework 2021-2030

European Environment Agency



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Luxembourg: Publications Office of the European Union, 2026

ISBN: 978-92-9480-764-9  
ISSN: 3094-5976  
doi: 10.2800/3386280

Cover design: © EEA  
Cover image: © EEA  
Layout: EEA

# Contents

<b>1</b>	<b>Introduction</b>	<b>4</b>
1.1	Ambitions of the EEA-Eionet Strategy 2021-2030	4
1.2	Human Resources at the EEA	4
1.3	Human Resources vision	5
<b>2</b>	<b>EEA Human Resources focus areas for 2021-2030</b>	<b>6</b>
2.1	Attracting talent	7
2.2	Developing professional growth	7
2.3	Working smarter together	7
2.4	Forging leadership capacity	8
2.5	Fostering well-being	8

# 1 Introduction

The Human Resources Framework is being updated in the context of the mid-term review and update of the [EEA-Eionet Strategy 2021-2030](#). It reflects recent strategic and technological developments, while maintaining the overall vision, narrative and structure of the original framework.

## 1.1 Ambitions of the EEA-Eionet Strategy 2021-2030

The European Environment Agency and the European Environment Information and Observation Network (EEA-Eionet) vision for 2030 states that 'The EEA and Eionet will together constitute a leading network for policy-relevant environment and climate knowledge at European Union and country levels, to enable a sustainable future in line with Europe's policy.'

The EEA is unique because of its ability to connect and collaborate with institutions across Europe to create innovative and on-demand reporting and knowledge on environment and climate priorities and solutions while complying with EU legal frameworks and standards. This uniqueness is strengthened by the distinct group of stakeholders it engages with and the specific value the EEA creates for them.

The EEA-Eionet Strategy 2021-2030 sets out an aspiration to 'attract top talent in Europe and invest in staff to develop and maintain the competencies needed to deliver on this vision.' This requires the EEA to become a learning network organisation where people work together at their best. To this end, the EEA will continue to enhance its organisational capabilities and human resources (what makes the EEA unique), to adapt to changing priorities and facilitate developments in knowledge, technology, communication and management practices, as defined in the EEA's strategic objective number five, 'Resourcing our shared ambitions.'

This Human Resources Framework sets out key concepts and HR priorities to help fulfil the strategic priorities of the EEA-Eionet Strategy 2021-2030.

## 1.2 Human Resources at the EEA

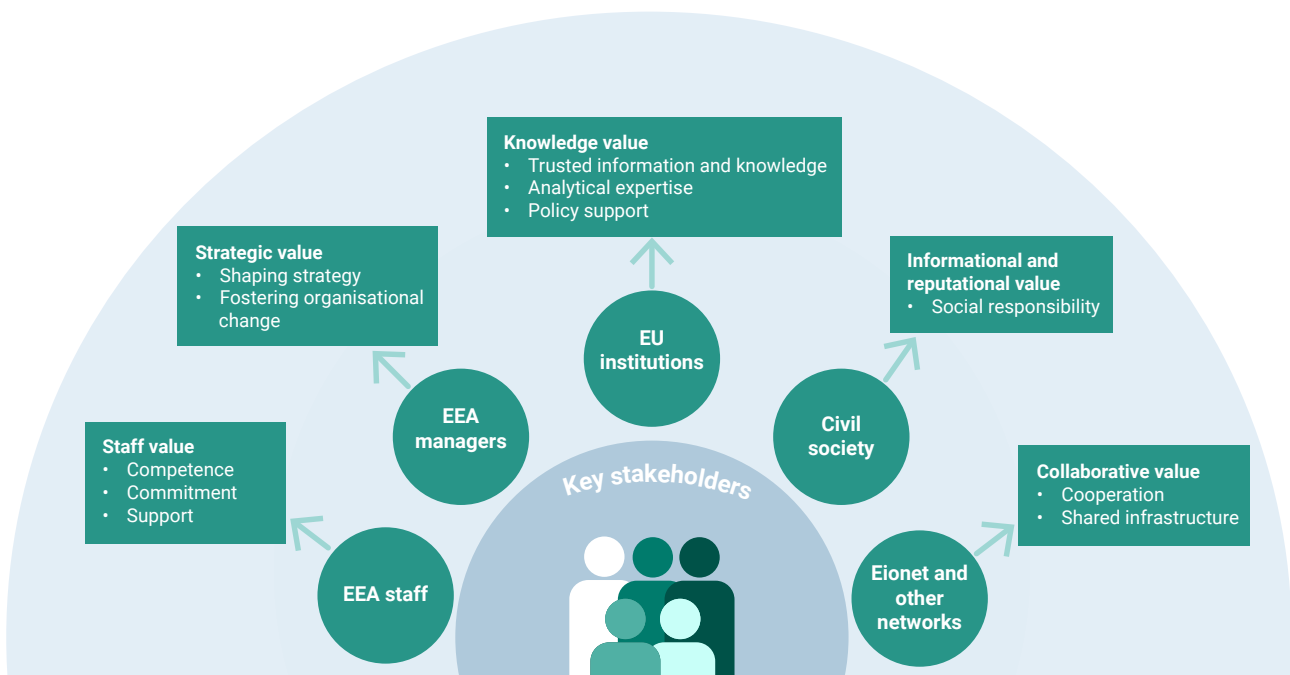
The EEA operates at an interface between larger EU institutional legal frameworks, and complies with standards as laid down in the Staff Regulations and the Conditions of Employment of other Servants of the European Union (CEOS), while still maintaining a certain degree of independence from the European Commission. The EEA strives to promote transparency in all its dealings, including HR policies, with special attention given to sensitive areas such as recruitment, appraisals, promotion/reclassification and contract expiry procedures.

The EEA is committed to being an equal opportunities employer that promotes diversity and inclusion. This is essential to achieve the best possible results for the EEA, its stakeholders and Europe.

### 1.3 Human Resources vision

The HR vision is to support the delivery of the EEA-Eionet Strategy 2021-2030 through modern HR management. As a knowledge-based organisation, people are at the heart of the EEA, and by aligning human resources with the strategic objectives, the EEA can become more effective, thanks to highly competent, thriving staff. To enable this, the organisation will enhance its focus on delivering value to its external stakeholders, Eionet, EU institutions and civil society through its staff, as depicted in Figure 1.1.

**Figure 1.1 EEA HR Framework: key stakeholders**



Source: EEA.

As an enabler and supporter of the efficiency and effectiveness of the EEA delivery model, EEA Human Resources seeks optimisation opportunities by assessing its own delivery model to provide faster, more efficient, and more human-centric HR services. This is achieved through the systematic involvement of HR users at all stages of developing and implementing HR processes.

As a strategic partner, HR aims to support departments by providing the flexibility needed to implement departmental HR policies.

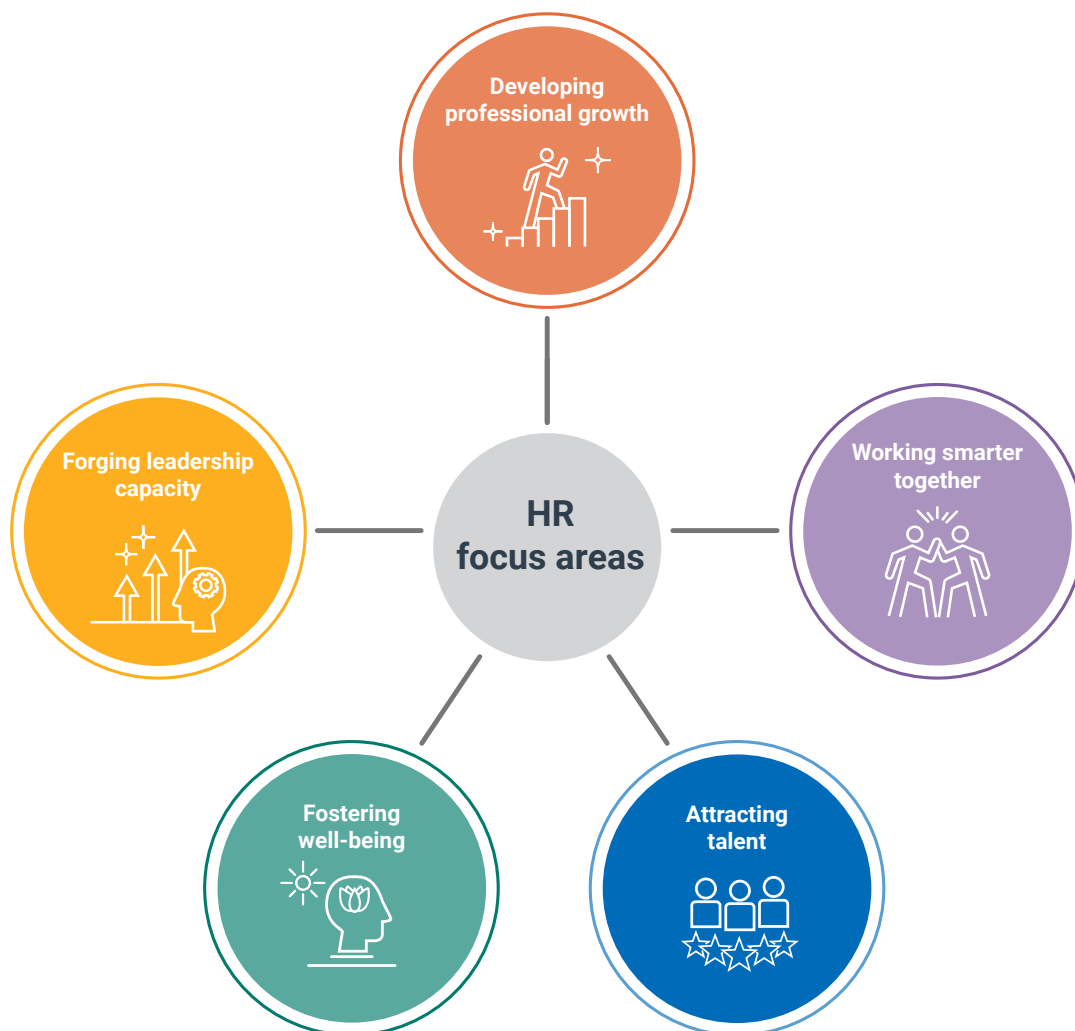
To nourish this unique value proposition for our stakeholders and to achieve the broader strategic goals towards 2030, the EEA will further invest in talent, organisational development, leadership and the well-being of its staff.

## 2 EEA Human Resources focus areas for 2021-2030

The objective of the EEA Human Resources Framework is to contribute to the EEA-Eionet strategic priorities by improving and digitalising current HR practices and moving towards the adoption of a value-HR outlook, where HR acts as a strategic enabler that creates stakeholder value and strengthens experience, capability and organisational outcomes.

The EEA Human Resources Framework will focus on five key HR focus areas.

Figure 2.1 HR focus areas



Source: EEA.

The Framework will offer a work programme for EEA management and EEA Human Resources. Furthermore, EEA Human Resources will develop 2-year action plans for the HR focus areas. The action plans will include targets and indicators set for each of the focus areas. We aim to develop HR analytics, where feasible, to enable monitoring and implementation of the Framework.

## 2.1 Attracting talent

**Strategic objective** ► The EEA is recognised for fair, inclusive, and effective recruitment and onboarding practices that make it an employer of choice.

We aim to create a modern, innovative and future-oriented agency where attracting and developing people with diverse talents is a priority. We will:

- Enhance recruitment outreach through different channels by highlighting the Agency as a diverse and collaborative knowledge hub with focus on professional growth.
- Ensure effective and transparent selection and recruitment processes while promoting diversity and inclusion.
- Continue to attract highly competent people to build a strong base for collaboration and knowledge sharing.
- Continue to develop our onboarding scheme to ensure positive integration into the EEA team, its organisational culture and a smooth relocation to Denmark for employees recruited overseas.

## 2.2 Developing professional growth

**Strategic objective** ► The EEA fosters a culture where learning and development are embedded in everyday work, enabling staff and the organisation to adapt, innovate, and deliver greater value to Europe's environment and citizens.

We aim to create a learning culture where colleagues learn through continuous experience, reflection, interaction and application. We will accompany staff in their career evolution, helping them identify their development needs and possible growth opportunities. We will:

- Give colleagues easy access to learning resources 'on demand', through learning management systems, complemented by in-house and external training where needed. We will strive to digitalise standardised trainings to enable self-paced learning, encourage more opportunities to learn from peers and senior colleagues, as well as to learn new skills on the job (via self-directed learning, mentoring, e-learning, Communities of Practice, etc.).
- Promote a range of equally respected and attractive career paths and on-the-job learning through different initiatives.
- Provide career guidance and support colleagues in their professional development through advice on technical aspects of career progression.

## 2.3 Working smarter together

**Strategic objective** ► The EEA offers a modern, flexible, and inclusive workplace where collaboration, innovation, and well-being thrive — empowering staff to perform at their best and contribute meaningfully to the EEA's mission and values.

We aim to foster a collaborative mindset, innovation, and a safe learning environment by building open, professional and trusting relationships where working together in

teams is seen as an opportunity for learning, and differences are used to enhance creativity and enable better decision-making.

We will:

- Support the evolution of the workplace of the future and promote collaboration in a hybrid working environment while ensuring the health and well-being of staff.
- Support collaboration across Departments and Units through advice on appropriate organisational structures and through provision of tools and training.
- Promote diversity and inclusion in all its facets.
- Promote sustainability as part of the EEA culture, ensuring it is reflected in our ways of working and behaviours, while leveraging digitalisation and artificial intelligence to enhance impact and efficiency.

## 2.4 Forging leadership capacity

**Strategic objective** ► Leaders at the EEA inspire a culture of continuous learning, empowering staff to grow, share knowledge, and drive innovation across the organisation.

We aim to build versatile leadership that is willing to set direction, adapt and align its efforts to drive change collectively, with a focus on network thinking and innovation, to inspire and strengthen staff commitment.

The EEA will strive to foster inclusive leadership around principles of openness, trust, empowerment and support. We will:

- Foster learning and development under each leadership competency via continuous leadership development programmes and regular 360 degree assessments.
- Promote transparency and openness to build a shared sense of purpose and a culture of adaptability and collaboration, where managers can achieve results by working with others.
- Support managers to empower their staff through appropriate and clear delegation of tasks and authority, while giving continuous feedback and allowing staff initiatives to flourish.
- Support managers and provide adequate tools to deal with people management issues when they arise.

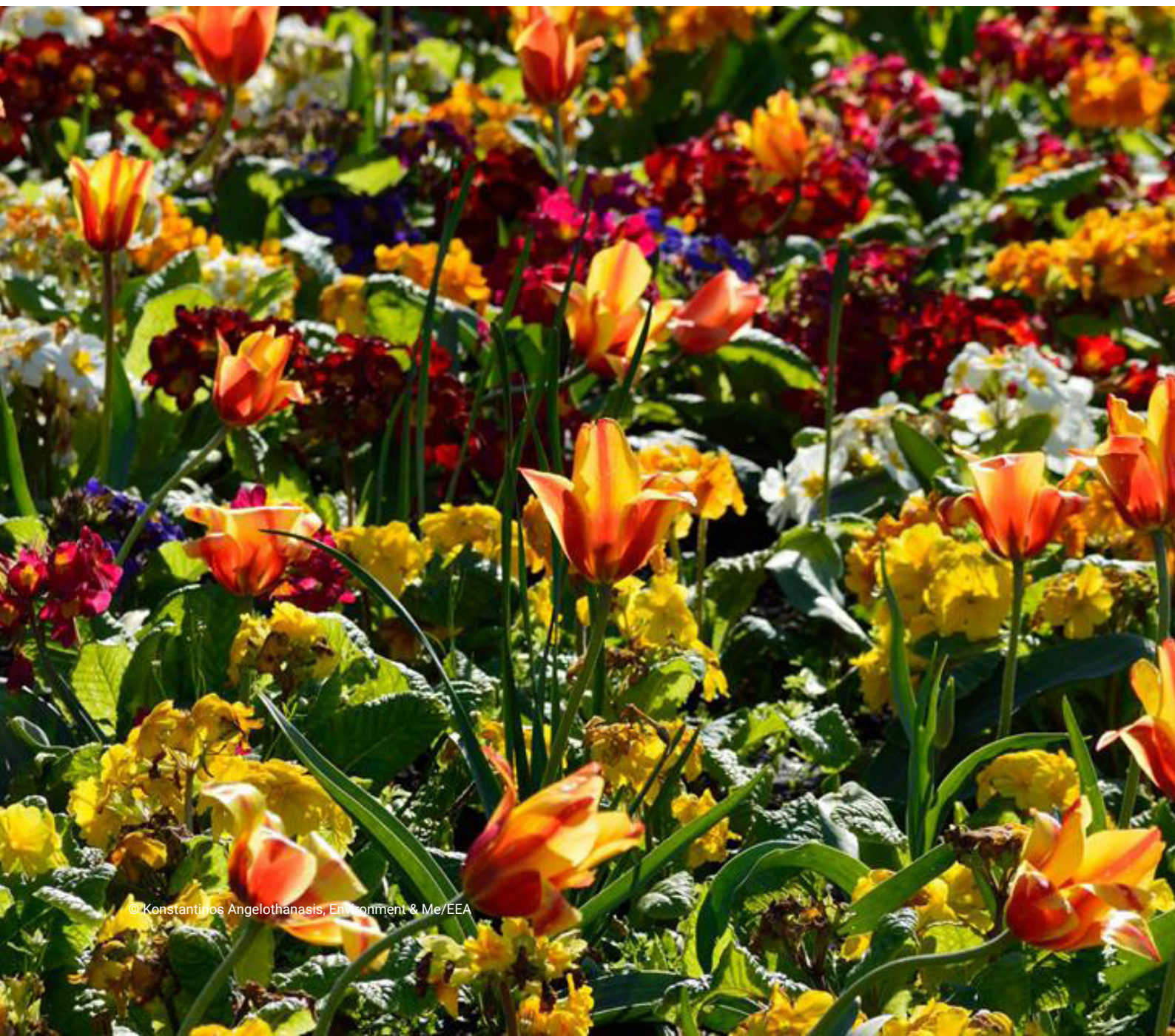
## 2.5 Fostering well-being

**Strategic objective** ► The EEA provides a work environment where staff feel both physically and psychologically safe, by promoting health and well-being. We aim to cultivate social, physical and mental well-being to enable colleagues and the organisation as a whole to thrive and make progress.

The EEA will assist colleagues to cope with the increasing complexity and the changing nature of work through a dynamic concept of well-being at work, at all levels of the organisation. A particular focus will be given to building safe and healthy working lives that evolve and adapt.

We will:

- Support colleagues with relevant information, tools and training to build healthy working relations in an open-minded and inclusive work environment where people feel trusted, listened to and actively supported by management.
- Ensure a working environment, both remote and on-site, that complies with occupational health requirements and enables healthier lifestyle choices.
- Develop interpersonal competencies of 'managing self and others' in the context of work-life balance, preventing digital overload and managing conflict.



## European Environment Agency

### Human Resources Framework 2021-2030 – Update January 2026

2026 – 9 pp. – 21 x 29.7 cm

ISBN: 978-92-9480-764-9

doi: 10.2800/3386280

EEA corporate report no 02/2026

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Publications Office  
of the European Union

TH-01-26-012-EN-N  
doi: 10.2800/3386280