

VACANCY NOTICE FOR THE POSITION OF

Expert - Pollution-free ecosystems

- Temporary Agent (AD6)

Reference no. EEA/AD/2021/9

Please send us your application by no later than 5 January 2022 at midnight (Copenhagen time), following the instructions in the [ANNEX](#).

The European Environment Agency (EEA) is organising an open competition with a view to recruiting a temporary agent to work as Expert - Pollution-free ecosystems and further with a view to establishing a reserve list.

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 Group 'Water and Marine', reporting to the Head of Programme 'Natural Capital and Ecosystems' (see [organisational chart](#)) the expert shall be responsible for managing and supporting work in EEA's core areas of work related to pollution-free ecosystems and a non-toxic environment under 8th EAP.

Achieving pollution-free ecosystems is key to the objectives of the European Green Deal and the Zero Pollution Action Plan in particular, together with those of the Biodiversity Strategy to 2030, the Farm-to-Fork Strategy and the Chemicals strategy. The role will lead and coordinate a team of experts on the zero-pollution ambition.

The successful candidate shall have extensive strategic and coordination experience with regard to cross-cutting and integrated work on ecosystems pollution. The candidate shall also have advanced understanding and experience of the marine, freshwater and biodiversity policy processes, capacity to link key policy initiatives and the integrated approach to pollution across media (i.e. water, marine, biodiversity, soil and air pollution) and human health.

The position will entail the following tasks:

- Leading the mid to long-term development of monitoring frameworks for pollution-free ecosystems and a non-toxic environment, specifically on marine, freshwater, biodiversity and air pollution integrated assessments and composite indicators. Strategic coordination of zero pollution work with the HSR programme, also in view of policies on air pollution, chemicals and human health;

- Leading and coordinating the ecosystems contribution to the Zero Pollution Action Plan monitoring and outlook framework for a non-toxic environment and headline indicators (e.g. on water and marine pollution, marine litter, bathing water, chemicals, nature protection and restoration, air pollution);
- Supporting the achievement of coherent monitoring and assessment frameworks across the key strategies of the European Green Deal under the 8th EAP context and the Environmental Acquis (e.g. WFD, MSFD, UWWTD, BWD, DWD, NHD, NECD, NiD), with focus on ecosystems pollution;
- Leading and coordinating the collection of pollution related data and ensuring effective cooperation with key stakeholders (e.g. MC, EC, RSCs);
- Supporting the further integration of ecosystem approaches with regard to freshwater, marine, biodiversity and air pollution.

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 to the field concerned, where the normal duration of university education is 4 years or more OR successful completion of university studies attested by a degree relevant to the field concerned, where the normal duration of university education is 3 years OR where justified in the interests of the service, professional training of an equivalent level;
- b) A minimum of 3 years (with a 4 year diploma) OR 4 years (with a 3 year diploma) of relevant professional experience after award of the university degree.

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 Turkey);
- 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:

- **Domain knowledge (environment topic)**

Please describe the domain(s) in which environmental knowledge is considered to be at expert level (minimum 3 years' experience). This can include knowledge of major environmental research initiatives, policy initiatives, recent developments in scientific knowledge and associated issues. Ability to apply this knowledge should be documented by describing concrete use in tasks / deliverables.

- **Assessment Analysis/Data Analysis Tools**

Please give examples of work experience where analytical methods and processes underpinning an assessment addressing a relevant environment and/or climate dimension have been applied, e.g., demonstrated ability to apply these to identify critical ideas, interdependencies, patterns, trends and findings from environmental data.

- **Policy Support**

Knowledge of applicable EU and global policy framework, policy cycle, institutional network and key decision-making processes; describe situations or written production where policy relevant information has been produced to policy makers and/or other policy stakeholders.

- **Project Management**

Knowledge of effective project management methodology and ability to plan, organise, monitor, and control projects should be demonstrated by providing examples of experience of at least 1 year, including the efficient utilisation of technical and administrative resources to achieve project objectives.

- **System thinking**

Describe work experience where a systemic or holistic approach has been applied in an environment and/or climate assessment, e.g., models have been created or applied using key components and interdependencies for an environmental system, or a systemic approach has been taken to capture wider socio-economic influences.

- **Indicator development**

Give examples of professional involvement in indicator development (or use of indicators) that has helped define and measure domain specific environmental factors and their progress toward policy objectives.

- **Collaboration/Networking/Stakeholder Management/Partnership ***

Supporting an environment of co-operation and sharing of information, ideas and resources is key for co-creating knowledge. Describe work experience where close cooperation with colleagues, partners and stakeholders have been crucial to deliver on shared work goals.

- **Communication and interpersonal skills ***

Proven communication and interpersonal skills, with a demonstrable ability to establish and maintain effective working relationships in a multicultural environment.

- **Written and spoken English**

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](#).

* Will only be tested at the stage of interview/written test.

Advantageous:

- **International experience**

Proven experience working with European Union and/or International institutions.

- **Monitoring programmes and policy support**

Experience with developing and maintaining monitoring programmes for policy support.

CONTRACTUAL CONDITIONS:

The successful candidate will be offered a Temporary Agent contract in accordance with Article 2f) of the [Conditions of Employment of Other Servants of the European Communities](#). 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.

Should the successful candidate currently hold a Temporary Agent 2(f) contract and qualify for a transfer under the terms of the CEOS, the band width for this position which can be accommodated is in accordance with Annex I of the Staff Regulations.

For information on salary, please see information published under [Temporary 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 15). Should the case arise that there are various candidates scoring the same number of points in the 15th 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 the area of expertise required for the post. Candidates invited for an interview will be asked to undergo a written test 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 appointment of the successful candidate and the establishment of a reserve list for the post advertised or similar posts that may become available. This usually follows from follow-up recruitment interviews conducted by the Appointing Authority with the suitable candidates. 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 2023** 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.