

**VACANCY NOTICE FOR POSITIONS OF****Expert - Data Management****Contract Agent (FGIV)***Reference no. EEA/CA/2024/2*

Please send us your application by no later than 2 April 2024 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 contract agents to work within the area of data management.

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 strategic importance of data, new technologies and digitalisation 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, 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.

The purpose of this position is to provide data management expertise in the technical processes of data collection, data processing, data analysis and data dissemination. The post will support data flow in one of the many areas of work of the Agency, in close collaboration with the thematic staff responsible, and deliver to the data management responsibilities of the Agency. You will help design and manage data and information flow projects and ensure the high quality of deliverables.

You will join an open, positive and multicultural team of enthusiastic experts with different specialities, working and managing various dataflows using a standard suite of data management tools. The team have a high level of expertise and a peer learning approach, helping team members to grow technically, to ensure a continuous and efficient development in our way of working. At the EEA, we embrace and foster, diversity, equity and inclusion.

You will work in close collaboration with colleagues and other teams across all EEA, and in partnerships with Eionet, EU institutions and other key stakeholders to achieve and deliver on initiatives of common interest.

Successful candidates will join our offices in 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.

JOB DESCRIPTION:

Under the responsibility of the Head of Group 'Data Management', reporting to the Head of Programme 'Data and Information Services' (see [organisational chart](#)), the Expert shall be



responsible for handling new and existing tasks in the field of data management within one or more of the topic areas of work of the Agency.

The position will entail the following tasks:

- Coordinating regular thematic data flows and data sets that EEA receives from its member countries under EU and international legislation in specific thematic areas;
- Establishing and managing technical processes to ensure operational processes for data processing and data dissemination;
- Performing data modelling, database management, quality control, data transformation, data integration, web and data service publishing, web application development;
- Defining data quality procedures and checking compliance with standards, information security restrictions and EEA guidance related to data and information handling;
- Suggesting and implementing improvements in data management;
- Coordinating activities and deliverables including contract management (e.g. involvement in procurement processes, definition of deliverables and coordination of contractors);
- Collaborating with relevant stakeholders e.g. EEA thematic experts, EEA Communications, European Commission;
- Collaborating on EEA cross-cutting projects;
- Taking initiative and engaging in work activities, cooperating and collaborating regularly with colleagues.

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 working with the full lifecycle of geospatial data, specifically collection, quality assurance, processing, storage and service publishing;
- Proven professional experience in data modelling and database design for effective management of data and information;
- Proven professional experience in Structured Query Language (SQL);
- 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 helpdesk, 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:

- Proven professional experience using relevant tools and software for data management and product development, for example ESRI products, ETL tools, BI tools and databases.

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;
- Ability to work collaboratively and share expertise with others to deliver on common work goals;
- Diversity awareness and sensitivity;
- Attention to detail and ability to summarise complex information;
- Well-developed solution-oriented and problem-solving approach, stakeholder orientation and a proactive way of working;
- Enthusiasm, flexibility and ability to work under pressure;
- Ability to organise work and prioritise tasks;
- Ability to seek out learning opportunities proactively.

**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 24). Should the case arise that there are various candidates scoring the same number of points in the 24th 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. 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 2025** 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.