



Opinion by the EEA Scientific Committee on the recruitment of scientific staff in 2023

According to the EEA Regulation (Art. 9, paragraph 1), the EEA Scientific Committee should give its opinion for the purposes of recruitment of the Agency's scientific staff.

In 2023, recruitment procedures were completed as follows:

Temporary agents

In addition to the new Executive Director, twenty Temporary Agents took up duties in the EEA in 2023. Out of them, one was recruited as Head of Programme, one as Head of Group, and eighteen were recruited as Experts. Several of these were recruited on the basis of procedures that were completed in 2023 and are listed in Annex 2, and others from recruitment procedures that were completed in 2022 or from earlier valid reserve lists.

- Head of Programme, Data and Information Services (DIS) (AD11)
- Head of Group 'Information Systems and ICT' (AD7)
- Expert – Chemicals, environment and health (AD6)
- Expert – Sustainability assessment (AD6)
- Expert – EEA Stakeholder coordination (AD6)
- Expert – Networks coordination (AD6)
- Expert – Agriculture and LULUCF integration (AD6)
- Expert – Industrial environmental risks (AD6)
- Expert – Industrial data flows (AD6)
- Expert – Industrial data flows (AD6)
- Expert – Carbon farming certification and LULUCF (AD6)
- Expert – Economics of sustainability transitions (AD6)
- Expert – Climate neutrality and CAP Green Architecture (AD7)
- Expert – European Scientific Advisory Board on Climate Change
- Expert – LULUCF emission inventories review (AD6)
- Expert – Data integration carbon emissions and removals
- Expert – Climate neutrality and agriculture (AD7)
- Expert – Strategic Communication for Environment and Climate (AD6)
- Expert – Strategic Communication on Environment and Climate (AD6)
- Expert – Sustainability transitions (AD6)

Contract agents

Seventeen Contract Agents in Function Group IV took up duties in 2023. Some of these were recruited on the basis of procedures that were completed in 2023 and are listed in Annex 2, and others from recruitment procedures that were completed in 2022 or from earlier valid reserve lists:

- Expert – Climate and Energy Monitoring in the Energy Community
- Expert – Copernicus land monitoring services
- Expert – Marine Data
- Expert – Environmental data and information management
- Expert – Systems Analyst
- Expert – Statistical Data Manager



- Expert – Transport and environment monitoring
- Expert – Data application designer
- Expert – Data Analyst
- Expert – Scientific Committee and Research Coordination
- Expert – Sustainable Finance and Economics
- Expert – Climate adaptation in the Energy Community
- Expert – Air quality data
- Expert – Environment and Climate Monitoring
- Expert – Greenhouse gas inventories
- Expert – Geographic Monitoring of Carbon Pools
- Expert – Networking and Stakeholder Communications

Moreover, nine selection procedures for *seconded national experts* were ongoing by the end of 2023.

The Scientific Committee is satisfied that the areas of expertise in recruitments are in line with priorities in the EEA/EIONET Strategy 2021-2030. It notes also with satisfaction that, in line with its recruitment opinion of year 2023, several new hires were for experts in data analysis and data management, which is aligned with the Agency's current and future needs.

The Committee notes also that the Secretariat to the European Scientific Advisory Board on Climate Change, hosted by the EEA, was additionally strengthened by a Temporary Agent, in line with ambitions in the European Climate law to establish an independent body to provide the European Union with scientific knowledge, expertise and advice relating to climate change.

Selection Committees in recruitments

The Scientific Committee notes that the expertise needed was sufficiently represented in the Selection Committees, as each Selection Committee consisted primarily of EEA staff working on the corresponding area that was relevant for each new post.

The names of the Selection Committee Members for the above posts are attached as Annex to this opinion; they are also available online for the last five years at <https://www.eea.europa.eu/en/about/careers/selection-Committees> .

The Scientific Committee was informed in a timely manner about the vacancies and was able to assist mainly by distributing the calls to their networks.

At a time when action of unprecedented scale and speed is needed to address the exceedance of planetary boundaries, the Scientific Committee believes that the EEA will need to adopt a forward-looking approach to future recruitments, in order to be prepared for the upcoming challenges related to collection of environmental data and their analysis.

Having a central role as curator of environmental data in Europe, the EEA needs to pay attention to and strengthen its staff's digital and data quality related capabilities, further to the new recruitments made during 2023. Desirable competence strengthening could relate to advanced data analysis and computational skills to deal with big and unstructured datasets and identify tipping points and non-linear trends, as well as digital communication skills to provide timely assessments and policy insights. This would be in line with Strategic Objectives 2 and 4 of the EEA's Single Programming Document of 2025-27, which highlight the need to provide timely input to solutions for sustainability challenges and to make full use of the potential of data, technology and digitalisation, respectively.

The Scientific Committee will continue to play an important role in the EEA recruitment process by raising awareness of the open EEA posts to qualified candidates with acknowledged scientific basis and also by participating, to the extent possible, in the selection processes. In view of the significant workload



required to participate in the selection Committees, the Scientific Committee invites the EEA to identify each year those recruitments which would benefit most from the involvement of SC members, and to encourage them to participate in the selection committees of these particular positions.

Adopted by written procedure, 27 November 2024

[Signed]

Claire Dupont
Chair of the EEA Scientific Committee



Annex: Selection Committees for recruitment procedures in 2023

Vacancy notice	Selection Committee members
EEA/AD/2023/18 - Expert - Air and Industrial Pollution - Temporary Agent (AD6)	Chairperson: Daniel Montalvo Members: Ian Marnane, Agnieszka Andrzejewska EEA Staff Committee nominee: Pantelis Marinakis
EEA/AD/2023/17 - Expert - Ecosystem Restoration and Protection - Temporary Agent (AD6)	Chairperson: Brian MacSharry Members: Trine Christiansen, David Cartaxo EEA Staff Committee nominee: Tommaso Selleri
EEA/AD/2023/16 - Expert - Sustainability Transitions - Temporary Agent (AD6)	Chairperson: Riyong Kim Members: Catherine F. Ganzleben, David Cartaxo EEA Staff Committee nominee: Carlos Romao
EEA/AD/2023/15 - Expert - Learning and Development - Temporary Agent (AD6)	Chairperson: Andreas Manville Members: Agnieszka Andrzejewska EEA Staff Committee nominee: Juan Calero Rodriguez
EEA/AST/2023/14 - Finance Officer - Temporary Agent (AST 3)	Chairperson: Alan Lloyd Members: Lisa Sorensen, Henriette Bille EEA Staff Committee nominee: Sebastien Petit
EEA/CA/2023/13 - Expert - Linux Administration - Contract Agent (FG IV)	Chairperson: Jan Bliki Members: Søren Roug, Henriette Bille EEA Staff Committee nominee: Agnieszka Griffin
EEA/CA/2023/12 - Expert - Data product development (FG IV)	Chairperson: Jonathan Maidens Members: David Cartaxo, Herdis Gudbrandsdottir EEA Staff Committee nominee: Eleni Tryfon
EEA/AD/2023/11 - Expert - ICT Systems Administration (AD6)	Chairperson: Stefan Jensen Members: Nils Hettich, David Cartaxo, Lars Rørup EEA Staff Committee nominee: Elsa Malika Malki
EEA/CA/2023/10 - Expert – Air quality data - Contract Agent (FGIV)	Chairperson: Ian Marnane Members: Mette Lund, David Cartaxo EEA Staff Committee nominee: Laura Cernachoschi
EEA/CA/2023/9 - Expert – Environment and Climate Monitoring - Contract Agent (FGIV)	Chairperson: Suzanne Dael Members: Trine Christiansen, David Cartaxo EEA Staff Committee nominee: Sune Djurhuus
EEA/AD/2023/8 - Expert – Strategic Communication on Environment and Climate - Temporary Agent (AD6)	Chairperson: Suzanne Dael Members: Aga Biegaj, Rasmus Sangild, Ian Marnane, David Cartaxo, EEA Staff Committee nominee: Janica Borg
EEA/CA/2023/7 - Expert – Networking and Stakeholder Communications - Contract Agent (FG IV)	Chairperson: Gülcin Karadeniz Members: Antti Kaartinen, Henriette Bille EEA Staff Committee nominee: Deniz Aydemir
EEA/AD/2023/6 - Senior manager – Digitalisation for Sustainability - Temporary Agent (AD11)	Chairperson: Leena Ylä-Mononen Members: Martin Adams, Søren Nielsen External member: Marie Jepsen (Eurofound) EEA Staff Committee nominee: Ivone Pereira Martins
EEA/AD/2023/5 - Head of Group - Information Systems and ICT - Temporary Agent (AD7)	Chairperson: Chris Steenmans Members: Søren Nielsen EEA Staff Committee nominee: Aga Biegaj



EEA/AD/2023/4 - Expert - Climate neutrality and agriculture - Temporary Agent (AD7)	Chairperson: John Van Aardenne Members: Agnieszka Andrzejewska EEA Staff Committee nominee: Almut Reichel
EEA/CA/2023/3 - Assistants - Contract Agent (FG III)	Chairperson: David Cartaxo Members: Hanne van den Berg, Catherine Brytygier EEA Staff Committee nominee: Joanna Laval
EEA/AD/2023/2 - Expert - European Scientific Advisory Board on Climate Change - Temporary Agent (AD6)	Chairperson: Francois Dejean Members: Melanie Sporer, Agnieszka Andrzejewska EEA Staff Committee nominee: Ioannis Bakas
EEA/AD/2023/1 - Expert - Institutional Relations - Temporary Agent (AD6)	Chairperson: Julien Taieb Members: Harold Akingbade-Taylor, Andreas Manville EEA Staff Committee nominee: Christiana Photiadou