

**Opinion by the EEA Scientific Committee
on the recruitment of scientific staff in 2010-early 2011**

In 2010 the Agency completed recruitment procedures for six scientific staff members (temporary agents) in the areas of data operator, operator information services, climate change science and policy, and marine and maritime assessment; three more selection procedures are ongoing for temporary agent posts in the field of GMES land monitoring services; environmental assessments, indicators and information services. The recruitment of seven scientific contract agents was completed in the areas of environmental economics and policies; data centres and INSPIRE implementation; data and methodologies on climate change and vulnerability and adaptation; and marine and maritime data and analysis, as well as of eight scientific contract staff for GMES in-situ coordination project and four scientific contract staff for ENP project. There was an internal selection procedure for a Head of the Air and climate change programme. Recruitment procedures followed those set out in the Staff regulation and the EEA's Implementing Rules, including testing of candidates and assurance that the scientific expertise needed for the above posts was sufficiently represented by the Selection Committee Members.

In 2011 four national experts start their secondments in the areas of marine and maritime, EPA networking coordination, industrial emissions monitoring and EEA and GMES liaison in Brussels. Recruitment for four new scientific posts to support GIO land and three contract agents to support work on forestry, soil and noise will start in 2011.

Scientific staff shall command the relevant scientific expertise to afford independent judgment of the scientific basis of their prospective position.

To ensure appropriate scientific competence, the Scientific Committee or persons entrusted by the Scientific Committee shall be actively involved in the internal and external recruitment of scientific staff - in particular for leadership positions beginning with the level of group leader. Scientific competence shall be included as an essential requirement in the announcement of positions, applicants shall provide evidence of their scientific competence during the application, and scientific competence shall be examined during the recruitment process.

Done in Copenhagen on 31st October 2011

SIGNED

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