



Environmental information systems



Topics

Analysis and
data

Countries

Newsroom

About us

EEA/AD/2020/1**NOTICE FOR THE POSITION OF Head of Programme – Natural Capital and Ecosystems – Temporary Agent (AD 11) – Reference no. EEA/AD/2020/1**

The European Environment Agency (EEA) is organising an open competition with a view to recruiting a temporary agent to work as Head of Programme in the area of natural capital and 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 authority of the Executive Director of the EEA, the Head of Programme (corresponding to Head of Unit) shall be responsible for managing and supporting work in EEA's core areas of work related to Natural Capital and Ecosystems.

The position will entail the following tasks:

Programme management and planning:

- Define the strategic objectives of the Programme on the basis of organisational priorities in support of:
 - The European Green Deal,
 - The Biodiversity Strategy,
 - Water policies,
 - Nature policies and natural capital,
 - Marine Environment
- Provide leadership for strategic decisions, taking into account the impact on the EEA's key stakeholders;
- Represent the EEA at institutional fora. Work closely with key institutional stakeholders to co-create solutions and deliver value-adding outcomes;
- Organise the functioning of the Programme and ensure that expertise and capacity for executing and completing activities is available;
- Promote a collaborative working environment across EEA and networks, seeking opportunities for knowledge and practice sharing between key stakeholders, internally and externally;
- Set quality standards, anticipate and resolve organisational issues, engage in the solving of complex issues across the EEA and beyond;
- Build an organisational culture that fosters innovation and continuous improvement, adaptive to change.

HR management

- Lead leaders (Head of Group and knowledge leaders), providing coaching and support to directly managed staff;
- Provide advice and guidance on the future development requirements of the organisation, ensure support and structures in place so that own team(s) are empowered and enabled to deliver;
- Strengthen the knowledge and talent of individuals across the organisation;
- Initiate when needed corrective and preventive actions concerning HR-related processes, human interrelations and staff well-being in the Programme.

Financial management

- Ensure budget resources allocated to the Programme are used in the most efficient, effective and economic manner;
- Act as authorising officer in particular for the financial and budgetary aspects (commitments and payments) of activities carried out within the Programme.

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 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 at least 3 years;
- b) A minimum of 15 years (with a 4 year diploma) **OR** 16 years (with a 3 year diploma) of relevant professional experience after award of the university degree. Please note that professional experience pursued on a part-time basis shall be calculated pro rata. A given period may only be counted once.

Please note that only qualifications issued by EU Member State authorities or EEA authorities and qualifications recognised as equivalent by the relevant EU or EEA Member State authorities will be accepted.

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^[1];
- Meet the character requirements for the duties involved;
- Be physically fit to perform the duties linked to the post.

[1] corresponding to level B.2 of the Common European Framework of Reference for languages CEFR

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:

Essential:

(In your application, please provide examples from current or past work experience where these competencies have been applied)

- Professional experience of at least 5 years directly linked to the tasks listed above under “Job description”,
- Professional experience of at least 5 years in leadership positions, including line-management of leaders and budget responsibility (e.g. Head of Unit, Head of Sector, Team Leader or equivalent). Please indicate (1) title and role of management positions held; (2) numbers of staff overseen in these positions; (3) the size of budgets managed; and (4) numbers of hierarchical layers above and below and number of peers;
- Demonstrated familiarity with EU institutions and relevant policies, namely climate strategies and targets and the integration of climate action (both mitigation and adaptation) in key sectoral policies, with a particular focus on biodiversity and nature, Water and Marine frameworks;
- Demonstrated familiarity with the broader environmental impacts on Natural capital and ecosystems in the context of sustainability, including experience of managing environmental assessment work;
- 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;
- Proven communication and interpersonal skills, with a demonstrable ability to establish and maintain effective working relationships in a multicultural environment*;
- Capacity to share a compelling strategic vision to staff and stakeholders, seeking to build a shared purpose*;
- Ability to identify and incorporate trends to help shape future strategy and seek stakeholder buy-in*;
- Awareness of own and others' perspectives and emotions to ensure a clear focus on outcomes, continually enhancing, with humility, own leadership capability*.

Advantageous:

- Completed training in leadership and management.

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

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 and a management trial 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.**

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 for an interview up to a maximum of 10 candidates that they deem best qualified. 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. The test and the interview will take place in Copenhagen (Denmark) where the EEA has its seat and where the place of employment is.

All applicants invited to the interview and written test shall take part in an evaluation at an assessment centre. The assessment centre shall evaluate the applicants' potential and shall provide an in-depth analysis of managerial skills, adaptability and other core competencies. It shall comprise

individual and/or group exercises as well as in-depth interviews focused on management skills. The result of the assessment centre evaluation shall be taken into consideration by the Appointing Authority.

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 2021 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.

PERSONAL DATA PROTECTION:

Any personal data provided by the applicant shall be processed pursuant to European Regulation related to personal data protection, in particular Regulation (EU) 1725/2018. This applies in particular to the confidentiality and security of such data.

Personal data shall be processed solely for the purposes of this selection procedure.

The applicant shall have the right of access to his/her personal data and the right to rectify or update any such data that is inaccurate or incomplete at any time during the application procedure. The right to rectify can only be exercised up to the closing date for submission of applications. However, inaccurate identification data may be rectified at any time during and after the application procedure.

Any request for access or rectification of personal data shall be addressed in writing to the Human Resource Management Group at the address: European Environment Agency, Kongens Nytorv 6, 1050 Copenhagen K, Denmark, or at the e-mail address:

recruitment.enquiries@eea.europa.eu.

The applicant can, upon request, be provided with their evaluation results at all stages of the selection procedure. The request must be submitted to the Human Resource Management Group at the address: European Environment Agency, Kongens Nytorv 6, 1050 Copenhagen K, Denmark, or

at the e-mail address:

recruitment.enquiries@eea.europa.eu.

The Agency does not make public the names of successful candidates on reserve lists. However, it is possible that, for the purposes of recruitment and related planning purposes, members of the Agency's senior management team may have access to reserve lists and in specific cases, to the application of a candidate.

Should the applicant have any queries concerning the processing of his/her personal data, s/he shall address them to the European Environment Agency at the following e-mail address:

dataprotectionofficer@eea.europa.eu

Applicants are entitled to have recourse at any time to the European Data Protection Supervisor (<http://www.edps.europa.eu>; EDPS@edps.europa.eu) if they consider that their rights under Regulation (EU) 1725/2018 have been infringed as a result of the processing of their personal data by the EEA.

For further detailed information please refer to the privacy statement available on the EEA website at the following address: <https://www.eea.europa.eu/about-us/jobs/privacy-statement-1>.

EQUAL TREATMENT:

EEA is an equal opportunities employer and accepts applications without distinction on the grounds of gender, colour, racial, social or ethnic origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, marital status or family situation, or any other status. Staff is recruited on the broadest possible geographical basis from among nationals of all EEA member countries.

APPLICATION PROCEDURE:

Interested candidates must apply by filling in electronically the application form below.

Please note that the address indicated on the form will be used as the location for travel for candidates invited to an interview.

To the application form must be attached:

- **The Europass CV duly filled in**
- **A letter of motivation**

Application documents:

- Template Europass CV
- Europass CV – online completion
- Instructions for Europass CV

NB: Failure to submit any of the required documents will lead to exclusion from the procedure.

Closing date for application: Monday 17 February 2020 at 12.00 noon Copenhagen time.

Applications sent after this date will be rejected.

Please ensure that you observe the following:

1. Remember to take time zones into consideration when sending your application.
2. Remember to fill in the application form below.
3. Include a CV using the Europass template attached and a letter of motivation.
4. Once your application has been submitted, you will receive an automatic reply.
5. It is your responsibility to keep the automatic reply message as proof of submission of your application.
6. Should you not receive an automatic reply message, please check whether the e-mail has been filtered by the spam filter set up on your e-mail account. Please re-submit your application if this is not the case, or contact Human Resources on the e-mail address indicated at the end of this vacancy notice.
7. **Please do not leave it until the last minute to submit your application.** Experience has shown that the system can become overloaded as the deadline for applications approaches and you may find it difficult to submit your application in time. Applications not submitted in time cannot be considered valid.
8. You may apply in any of the official languages of the European Union but the use of English is encouraged to facilitate the selection process.

REQUEST FOR REVIEW:

A candidate who feels that a mistake has been made regarding eligibility may ask to have his/her application reconsidered by sending, within 10 calendar days of the date of notification, a request for review, quoting the number of the selection procedure concerned to the Chairperson of the Selection

Committee at the following address: European Environment Agency, Kongens Nytorv 6, 1050 Copenhagen K, Denmark, or electronically at the e-mail address: recruitment.enquiries@eea.europa.eu.

The Selection Committee will reconsider the application and notify the candidate of its decision within 15 working days of receipt of the request for review.

APPEAL PROCEDURES:

If a candidate considers that he/she has been adversely affected by a particular decision, he/she can lodge a complaint under Article 90(2) of the Staff Regulations of Officials and Conditions of employment of other servants of the European Union, at the following address:

Executive Director
European Environment Agency
Kongens Nytorv 6
1050 Copenhagen K
Denmark

The complaint must be lodged within 3 months. The time limit for initiating this type of procedure starts to run from the time the candidate is notified of the act adversely affecting him/her.

If the complaint is rejected the candidate may bring a case under Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations of Officials of the European Communities and Conditions of Employment of Other Servants of the European Communities before:

The General Court of the European Union

Postal address:

L – 2925 Luxembourg

Please note that the Appointing Authority does not have the power to amend the decisions of a Selection Committee. The Court has consistently held that the wide discretion enjoyed by Selection Committees is not subject to review by the Court unless rules which govern the proceedings of Selection Committees have been infringed.

It is also possible to complain to the European Ombudsman pursuant to Article 228(1) of the Treaty on the Functioning of the European Union and in accordance with the conditions laid down in the Decision of the European Parliament of 9 March 1994 on the regulations and the general conditions governing the performance of the Ombudsman's duties, published in Official Journal of the European Union L 113 of 4 May 1994:

European Ombudsman

1 Avenue du Président Robert Schuman – CS 30403
F-67001 Strasbourg Cedex

Please note that complaints made to the Ombudsman have no suspensive effect on the period laid down in Articles 90(2) and 91 of the Staff Regulations of Officials of the European Union for lodging, respectively, a complaint or an appeal with the European Union Civil Service Tribunal under Article 270 of the Treaty on the Functioning of the European Union.

For questions only:

E-mail (Questions only)

Should you have any questions, please
contact recruitment.enquiries@eea.europa.eu

Application form

Interested candidates must apply by filling in the application form below. To the application form must be attached:

- **The template CV below duly filled in, and**
Template Europass CV
Instructions for Europass CV
- **A letter of motivation**

E-mail (Questions only): should you have any questions, please use this email:

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EEA/CA/2020/11

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EEA Job Vacancy

EEA/CA/2020/9

[\[https://www.eea.europa.eu/about-us/jobs/eea-ca-2020-9\]](https://www.eea.europa.eu/about-us/jobs/eea-ca-2020-9)

EEA Job Vacancy

EEA/CA/2020/7

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EEA Job Vacancy

EEA/AD/2020/5

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EEA Job Vacancy

EEA/AD/2020/6

[\[https://www.eea.europa.eu/about-us/jobs/eea-ad-2020-6\]](https://www.eea.europa.eu/about-us/jobs/eea-ad-2020-6)

EEA Job Vacancy

EEA/CA/2020/4

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EEA Job Vacancy

EEA/CA/2020/3

[\[https://www.eea.europa.eu/about-us/jobs/eeavacancy.2020-3\]](https://www.eea.europa.eu/about-us/jobs/eeavacancy.2020-3)

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File

Template - Europass CV

[\[https://www.eea.europa.eu/about-us/jobs/template-europass-cv/view\]](https://www.eea.europa.eu/about-us/jobs/template-europass-cv/view)

Page

Protection of personal data in the EEA selection and recruitment processes of officials, temporary agents, contract agents, seconded national experts and non-statutory staff

[\[https://www.eea.europa.eu/about-us/jobs/privacy-statement-1\]](https://www.eea.europa.eu/about-us/jobs/privacy-statement-1)

Page

Temporary Agents

[\[https://www.eea.europa.eu/about-us/jobs/temporary-agents\]](https://www.eea.europa.eu/about-us/jobs/temporary-agents)

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