



**Draft Opinion by the EEA Scientific Committee
on the recruitment of scientific staff in 2018**

In its meeting of 4 October 2018, the scientific committee reflected on its involvement in the recruitment procedures of EEA staff.

The SC thought that the recruitment procedures of the EEA staff are very well documented and follow strict procedural rules. Up to now the SC members are invited to participate in the selection process. However participation of a SC member in the selection panel is not always feasible due to organisational aspects.

As such the SC discussed the strategic need for participation in the selection process. The SC considered it important :

- to contribute to the drafting/reviewing the vacancy post with specific attention to the scientific requirements of the selection
- to participate in specific selection committees like Heads of Programme, instead of other types of posts

In 2018, external recruitment procedures were completed as follows:

Temporary agents

Three Temporary agents were recruited. Mikael Skou Andersen represented the SC in the selection panel of two Heads of Programme functions: Head of Programme – Climate change, energy and transport, and Head of Programme – Health and sustainable resource use. This is in line with the new organization structure of EEA and in line with the important knowledge domains of EEA.

In addition a project manager has been recruited for Energy and environment.

Contract agents

The Agency finalised recruitments for which vacancy calls were launched in 2017: contract agents within the areas of E-reporting and dataflows, E-reporting on climate and energy, Biodiversity information management.

New vacancy calls were launched for Transport and environment, waste management and prevention, forest information and assessments, integrated assessments , and one expert in the field of Copernicus, land monitoring services

Evaluation of the SC:

The Scientific Committee continued to play an important role in the EEA recruitment process through raising awareness of the open EEA posts to qualified candidates with acknowledged scientific basis.

The role of the SC representative in the selection two Heads of programme and interviewing of all the candidates as SC representative was to complement the EEA staff members and to focus specific on the candidates' competencies and perspectives in relation to the substance of the programmes and the mandate of EEA. The SC representative confirms that for both posts there were highly qualified candidates and the selection was very competitive. The selection committees were able to reach a high degree of consensus on the recommendations made to the Executive Director.

No SC member participated in the other selection committees but the SC is confident that the scientific needs/requirements for such posts were met.

The Scientific Committee considers that the recruitment procedures undertaken for scientific staff in 2018 were overall aligned with the 2014-2020 Multi Annual Work Programme.

The Scientific Committee notes that the scientific expertise needed was sufficiently represented in the Selection Committees for the above posts. The names of the Selection Committee Members for the above posts are attached to this paper.

Adopted by the Scientific Committee on 19 February 2019

SIGNED

Prof Per Mickwitz, Chair EEA Scientific Committee

Overview of selection procedures for EEA scientific staff in 2018

Temporary Agents

Programme and Group	Post reference	Job Title	Grade	Selection Committee members	Staff Committee nominees	Scientific Committee participation
ACC3	EEA/AD/2018/4	Project Manager – Energy and environment	AD6	Martin Adams, Francois Dejean, Andreas Manville (Admin)	Eva Goossens	
CET	EEA/AD/2018/8	Head of Programme – Climate change, energy and transport	AD11	Hans Bruyninckx, Paul McAleavey, Katja Rosenbohm, Søren Brostrup Nielsen (Admin)	Adriana Gheorge, Hermann Peifer, Ivone Pereira Martins	Mikael Skou Andersen
HSR	EEA/AD/2018/9	Head of Programme – Health and sustainable resource use	AD11	Hans Bruyninckx, Paul McAleavey, Katja Rosenbohm, Søren Brostrup Nielsen (Admin)	Adriana Gheorge, Hermann Peifer, Ivone Pereira Martins	Mikael Skou Andersen

Contract Agents

Programme and Group	Post reference	Job Title	Grade	Selection Committee members	Staff Committee nominees	Scientific Committee participation
IDM	EEA/CA/2017/10	Project Manager – E-reporting and data flows	FG IV	Chris Steenmans, Ilkka Melleri, Andreas Manville (Admin)	Nihat Zal	
CET1	EEA/CA/2017/11	Project Manager – E-reporting on climate and energy	FG IV	Paul McAleavey, Francois Dejean, Andreas	Andy Martin	

				Manville (Admin)		
NCE1	EEA/CA/2017/12	Project Manager – Biodiversity information management	FG IV	Rohan Uhel, Beate Werner, Andreas Manville (Admin)	Michel Houssiau	
HSR2	EEA/CA/2018/1	Project Manager – Waste management and prevention	FG IV	Catherine Ganzleben, Almut Reichel, Luis Pinto (Admin)	Patrick McMullan	
NCE1	EEA/CA/2018/3	Project Manager – Forest information and assessments	FG IV	Ronan Uhel, Andrus Meiner, Andreas Manville (Admin)	Jasmina Bogdanovic	
IAS1	EEA/CA/2018/5	Project Manager – Integrated assessments	FG IV	Jock Martin, Anita Pirc Velkavrh, Andreas Manville (Admin)	Annemarie Bastrup-Birk	
CET1	EEA/CA/2018/12	Project Manager – Transport and environment	FG IV	André Jol, Francois Dejean, Andreas Manville (Admin)	Cécile Roddier-Quefelec	
DIS3	EEA/CA/2018/13	Expert – Copernicus land monitoring services	FG IV	Chris Steenmans, Andrus Meiner, Andreas Manville	Cécile Roddier-Quefelec	