

**VACANCY NOTICE FOR THE POSITION OF
Expert - Cybersecurity Architect
Temporary Agent (AD7)**

Reference no. EEA/AD/2024/8

Please send us your application by no later than 31 July 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 experts to work in the field of cybersecurity architecture.

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 responsibility of the Head of Group 'Information Systems and ICT', reporting to the Head of Programme 'Data and Information Services' (see [organisational chart](#)), the Expert will be responsible for designing and overseeing the implementation of a robust cybersecurity framework tailored to the EEA's infrastructure.

This entails evaluating current security measures, identifying vulnerabilities, and developing enhanced security strategies.

The role requires close collaboration with IT, management, and external stakeholders to ensure the security architecture aligns with organisational goals and industry best practices.

The Cybersecurity Architect role is distinct from that of the IT Security Officer by its strategic focus, bridging the gap between technical security measures and the broader organisational goals.

This position adds value by ensuring that our cybersecurity efforts are proactive, aligned with business objectives, and effectively communicated across all levels of the EEA.

The position will entail the following tasks:

- Designing and implementing a comprehensive enterprise (cybersecurity) architecture for hybrid multi-cloud environments;
- Conducting, in collaboration with the IT Security Officer, comprehensive assessments of the current security posture, identifying gaps and areas for improvement;

- Designing and implementing a strategic (cybersecurity) framework that addresses identified risks and aligns with the organisation's objectives;
- Developing and maintaining IT security policies, standards, and guidelines to ensure consistent security practices;
- Leading in the integration of security considerations into the IT infrastructure, including public and private clouds;
- Collaborating with IT and management to ensure a clear understanding of potential security threats and mitigation strategies;
- Overseeing the evaluation and selection of (security) technologies and services;
- Providing strategic direction for security awareness and training programs;
- Acting as a liaison between IT and other departments to foster a culture of security within the EEA.
- Providing strategic guidance and recommendations on enterprise level information security policies, risks and approaches to the Senior Management of the Agency.
- Other tasks requested and agreed with the Head of Group.

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 to the field concerned, 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 3 years OR where justified in the interests of the service, professional training of an equivalent level;
- b) A minimum of 6 years (with a 4 year diploma) OR 7 years (with a 3 year diploma) of relevant professional experience after award of the university degree.

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 experience in cybersecurity architecture, particularly related to hybrid multi-cloud environments, with a minimum of 5 years in a similar role;
- Strong understanding of network security, encryption technologies, and end-point security;
- Experience in risk assessment methodologies and security standards (e.g., ISO 27001, NIST);
- Demonstrated ability to develop and implement comprehensive security frameworks;
- Experience in managing cross-functional teams and leading IT (security) projects;
- University degree in Computer Science, Information Security, Cybersecurity, or a related field;
- 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:

- Certifications such as CISSP, CISM, CEH, or equivalent;
- Experience in EUIBAs' regulatory compliance and information security management;
- Experience in crisis management and response planning;

Candidates invited to the written test and interview stage will also be assessed against the following behavioural competencies:

- Excellent communication and interpersonal skills and ability to articulate technical concepts to non-technical audiences;
- Ability to work collaboratively and share expertise with others to deliver on common work goals;
- Diversity awareness and sensitivity;
- Ability to lead and mentor teams with a proactive and innovative approach to solving challenges;

- Ability to take responsibility for specific areas of work and to deliver to high standards;
- Service orientation and ability to understand stakeholder needs and requirements;
- Attention to detail and ability to summarise complex information;
- Well-developed solution-oriented and problem solving approach;
- Enthusiasm, flexibility and ability to work under pressure;
- Ability to take responsibility for specific areas of work and to deliver to high standards;
- Ability to seek out learning opportunities proactively, to handle situations and problems with innovation and creativity.

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.

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 s/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 8). Should the case arise that there are various candidates scoring the same number of points in the 8th 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. 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. There may be conducted follow-up recruitment interviews 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.