

EUROPEAN SPACE AGENCY

Vacancy in the Directorate of Technical and Quality Management

The European Space Agency is an equal opportunity employer and encourages applications from women

POST Head of the Systems Department, [Directorate of Technical and Quality Management](#).

This post is classified A6 on the Coordinated Organisations' salary scale.

LOCATION ESTEC, Noordwijk (Netherlands).

DUTIES Under the direct authority of the Director of Technical and Quality Management, part of the Technology and Operations Area, the Head of the Systems Department is a member of the Directorate's management team and participates in the decision-making process for all major activities covered by the Directorate.

The postholder is responsible, together with a team of Division Heads, for the management of activities, technical facilities and laboratories as well as for maintaining excellence in the technical competences of the Department. Duties include:

- providing state-of-the-art engineering support to ongoing and future ESA programmes and to European industry;
- formulating a vision for technology development;
- stimulating the evolution of engineering activities, laboratories and the ESTEC Concurrent Design Facility;
- supporting the preparation of ESA's future activities by implementing feasibility and Phase A studies through the General Studies Programme (GSP) and fostering creativity and innovation through the Advanced Concepts Team;
- managing the preparation, development and implementation of in-orbit demonstration and small missions within the Directorate;
- providing, at Agency level, system and cost engineering support for space and ground systems as well as maintaining and improving related tools and processes;
- managing the Technology Transfer Programme and its Business Incubation initiative;
- taking an active role in interacting with Projects through technical reviews, procurement activities, in-orbit performance reviews, development of lessons learned and engineering standards.

The above will be carried out across the Department's competences which include system engineering, software engineering, attitude & orbit control, digital engineering, cost engineering, in-orbit demonstration, technology transfer and management of the Advanced Concepts Team and the GSP.

The postholder will actively work to ensure the well-being and motivation of the Department's workforce, encouraging the flow of information and proactively coordinating with other Directorate Departments.

The incumbent will take an active role in fostering the development and training of the workforce with a view to maintaining the Agency's high level of competence in the Department's technical disciplines.

The postholder shall also be required to liaise with other ESA Directorates to support their needs and strategy and to interact with external entities (Member State delegations, industry, academia, international partners) in order to promote and develop ESA activities.

QUALIFICATIONS

Applicants for this post should have a Master's degree or equivalent qualification in a relevant engineering discipline together with solid and proven experience in the management of space activities in a multi-project environment.

Excellent communication, relationship, ambassadorship and leadership skills, coupled with knowledge of the internal operations of the Agency or a similar organisation, are required. A demonstrated ability to synthesise technical and programmatic information is an essential pre-requisite.

Candidates should have a proven track record in driving team performance, fostering cooperation across teams and stakeholders and in developing and motivating people.

For behavioural competencies expected from ESA staff in general, please refer to the [ESA Competency Framework](#).

The working languages of the Agency are English and French. A good knowledge of one of these is required together with a working knowledge of the other. Knowledge of another Member State language would be an asset.

CLOSING DATE

The closing date for applications is **30 August 2016**.

Applications from external candidates should preferably be made [online](#) from the ESA Web Site (www.esa.int/careers). Those unable to apply online should submit their CV to Human Resources, ESA, 8-10 rue Mario-Nikis, 75738 Paris, Cedex 15 (France).

ESA staff members wishing to apply should fill in the [Internal Application Form](#) and email it to [Apply2HQ](#).

Please note that applicants may be required to undergo aptitude testing, including recognised psychometric testing as well as problem solving and decision-making exercises.

Please note that applications are only considered from nationals of one of the following States: Austria, Belgium, the Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Luxembourg, the Netherlands, Norway, Poland, Portugal, Romania, Spain, Sweden, Switzerland, the United Kingdom and Canada.

In accordance with the European Space Agency's security procedures and as part of the selection process, successful candidates will be required to undergo basic screening before appointment.