

Job Title: Head of the Electrical Department

Req ID 5701 - Posted 13/03/2018



EUROPEAN SPACE AGENCY

Vacancy in the Directorate of Technology, Engineering and Quality.

ESA is an equal opportunity employer, committed to achieving diversity within the workforce and creating an inclusive working environment. Applications from women are encouraged.

Post

Head of the Electrical Department

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

Location

ESTEC, Noordwijk, The Netherlands.

Description

Head of the Electrical Department in the Directorate of Technology, Engineering and Quality.

Under the direct authority of the Director of Technology, Engineering and Quality, part of the Technology and Operations Area, the Head of the Electrical 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.

Duties

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 the Directorate's other departments.

In addition, 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 is responsible, in coordination with the Directorate's other Department Heads and 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:

- ensuring excellence in technology development in support of institutional and commercial missions including fostering space-related competences across ESA member states;
- providing state-of-the-art engineering support to ongoing and future programmes of ESA and to European industry;
- formulating a vision for technology development;
- stimulating the evolution of engineering activities and laboratories;
- taking an active role in interacting with Projects through technical reviews, procurement activities, in-orbit performance reviews, as well as development of lessons learned and engineering standards.

The above shall be carried out across the competences of the Electrical Department which include: radiofrequency systems and payloads for TT&C, communication and navigation, EEE components and microelectronics, data handling systems, power systems and energy sources, electromagnetic compatibility, space environments and their effects.

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

Technical competencies

Experience in technology development and engineering support

Experience of working in a matrix structure

Resource Planning and management experience, in particular in relation to large teams and technical infrastructure

Experience in technical reviews

Ability to synthesize technical and programmatic information

Leadership competencies

Acting as a role model

Strategic vision & business context

Fostering cooperation & effective team-working

Developing & motivating people

Behavioural competencies

Communication

Relationship Management

Ambassadorship

Responsible Decision-Making

Education

Applicants for this post should have a Master's degree or equivalent qualification in a relevant discipline.

Additional requirements

Candidates should have solid and proven experience in the management of space activities in a multi-project environment, in the leading of large teams and in the management of a wide range of infrastructure, such as technical facilities and laboratories.

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

Excellent communication, relationship, ambassadorship and leadership skills, coupled with knowledge of the internal operations of the Agency or a similar organisation, are required.

The demonstrated ability to synthesise technical and programmatic information, to provide vision for technology development and to stimulate the evolution of engineering activities is an essential pre-requisite.

International experience, i.e. outside the candidate's home country, as well as experience in diverse functional areas relevant to the activities of ESA, will be considered as assets for the position.

Other information

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.

Knowledge of another Member State language would be an asset.

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

The closing date for applications is 10 April 2018.

If you require support with your application due to a disability, please email contact.human.resources@esa.int.

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 and Slovenia.

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.