

## Job Title: Payload System Engineer

Req ID 4181 - Posted 03/05/2018



### EUROPEAN SPACE AGENCY

Vacancy in the Directorate of Human & Robotic Exploration Programmes.

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

##### Payload System Engineer

This post is classified A2-A4 on the Coordinated Organisations' salary scale.

#### Location

ESTEC, Noordwijk, The Netherlands

#### Description

Payload System Engineer in the Payloads Engineering Team, Development Projects Group, Directorate of Human and Robotic Exploration Programmes Directorate

#### Duties

The postholder will be responsible for system engineering for payloads under development in the Payloads Engineering Team. Initially, the incumbent will not be assigned to a definite section/discipline but will support different payloads depending on the Payloads Engineering Team's needs. The incumbent will liaise closely with the industrial prime contractors, with the SciSpacE Team and with the ESA ISS integration and operations responsible teams. Specifically, the post holder under the responsibility of the relevant ESA project manager, will be responsible for:

- monitoring industrial activities for the development, integration, test and initial operations of science payloads;
- providing continuous status monitoring for the payloads' activities, assigning corrective actions, elaborating solutions for resource conflicts and implementing necessary changes to the established requirements;
- supporting the progressive establishment of the payload baseline, from requirements up to and including the end item definition;
- providing support to contractors in defining and implementing the functional specifications, in defining and controlling the payload external and internal interfaces, and in documenting the verification of all payload requirements;
- supporting and providing inputs to the ISS integration and operations teams (including ESA, Industry and the USOCs) and to the Project Scientists of the SciSpacE Team to prepare the operational phase of the payloads;
- supporting coordination with the specialised engineering support from the Directorate of Technical and Quality Management as required;
- supporting technical discussions/negotiations with launch authorities for the launcher interfaces;
- supporting the organisation and the conduct of project reviews at system, ground segment, and payload level;
- providing support to other activities of the Payloads Engineering Team, as required and relevant to the post holder's knowledge and professional experience.

#### Technical competencies

Multi-disciplinary knowledge of payload system engineering (e.g. mechanical, thermal, electronics, software, etc)  
Space system development and PA standards  
Knowledge of ESA and industrial development, verification and procurement processes  
Knowledge of industrial costs and schedule aspects  
Knowledge of project risk management processes

#### Behavioural competencies

Communication  
Planning & Organisation  
Problem Solving  
Responsible Decision-Making  
Results Orientation  
Teamwork

#### Education

Master's in Engineering and/or Physics

#### Additional requirements

Applicants for this post should demonstrate a proven ability to co-operate with industrial partners in achieving common goals. Candidates are expected to demonstrate excellent technical and system level coordination skills, and the ability to synthesise complex technical information. Applicants should also have: good interpersonal skills with the ability to work effectively in a diverse team environment; a pro-active attitude to solving problems and achieving solutions in line with team objectives; good communication skills, both verbal and written; an interest in innovative technologies. A good knowledge of ISS Payloads engineering and operations as well as experience with management of industrial activities is considered an asset.

#### 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. The Agency may require applicants to undergo selection tests.

**The closing date for applications is 17 May 2018.**

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

According to the ESA Convention the recruitment of staff must take into account an adequate distribution of posts among nationals of the ESA Member States. When short-listing for an interview, priority will first be given to internal candidates and secondly to external candidates from under-represented Member States. (<http://esamultimedia.esa.int/docs/careers/NationalityTargets.pdf>)

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.

Recruitment will normally be at the first grade in the band (A2); however, if the candidate selected has little or no experience, the position may be filled at A1 level.