

Job Title: Head of the Ground Systems Engineering and Innovation Department

Req ID 7601 - Posted 03/08/2018



EUROPEAN SPACE AGENCY

Vacancy in the Directorate of Operations.

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 Ground Systems Engineering and Innovation Department
This post is classified A6 on the Coordinated Organisations' salary scale.

Location

ESOC, Darmstadt, Germany

Description

Head of the Ground Systems Engineering and Innovation Department, Directorate of Operations.

Duties

Under the Director of Operations' direct authority and a member of the Directorate's management team, the postholder is jointly responsible for implementing the Directorate's overall strategy and related change process and is also responsible for ground systems engineering and innovation activities required to support mission operations and implement innovation. The incumbent defines the Department's strategy and is responsible for developing, managing and evolving competences, technologies and services related to ground systems and infrastructure as well as technology evolution. Managing the resources delegated to the Department as well as industrial contracts and legal agreements, the postholder is responsible for carrying out Department activities which include:

- mission operations data systems
- ground station engineering
- flight dynamics
- navigation support and precise orbit determination
- setting up a multi-mission infrastructure
- coordinating ground segment standardisation
- managing the Directorate's software licensing

Technical competencies

Systems engineering
Experience of management of engineering team
Project and technical management

Leadership competencies

Fostering cooperation & effective team-working

Leading change
Strategic vision & business context
Developing & motivating people

Behavioural competencies

Communication
Relationship Management
Ambassadorship
Planning & Organisation
Systems & Broader Business Thinking

Education

Applicants should have at least a university Master's degree in engineering or an equivalent qualification.

Additional requirements

Experience in the management of complex systems for space missions would be an asset.

As a general requirement for any position at managerial level within ESA, candidates are expected to have:

- proven experience of leading, motivating and developing a team
- the ability to provide strategic direction to the individuals and teams within the Office and relate team objectives to the overall and evolving organisational goals and context
- the ability to drive performance and foster cooperation within and across teams throughout the organisation
- demonstrated excellent leadership, relationship management and communication skills, both oral and written
- a proven track record of representing the Agency's interests to external interfaces
- excellent cognitive, analytical, delegation, planning and organisational skills
- the ability to anticipate problems, solve complex issues and relate situations to their context
- the ability to reach solution-oriented, pragmatic and timely decisions of high standard and integrity as well as to support others (team members, upper management, other stakeholders) in this process.

Previous experience of managing managers and multiple teams, as well as experience outside of the candidate's home country and in diverse functional areas relevant to the activities of ESA is 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.

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 07 September 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.