

Job Title: Head of the Earth Observation Projects Department

Req ID 8704 - Posted 15/04/2019



EUROPEAN SPACE AGENCY

Vacancy in the Directorate of Earth Observation 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

Head of the Earth Observation Projects Department

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

Location

ESTEC, Noordwijk, The Netherlands

Description

Head of the Earth Observation Projects Department, Directorate of Earth Observation Programmes.

Duties

Reporting directly to the Director of Earth Observation Programmes, the Head of the Earth Observation Projects Department is responsible for the overall system definition and management of approved ESA Earth observation programmes up to and including launch and in-orbit verification.

Duties include:

- leading the teams responsible for the design and implementation of the space segment of approved Earth observation missions undertaken by ESA (incl. Earth Explorer, Earth Watch, meteorological and Copernicus missions) up to and inclusive of launch and in-orbit commissioning;
- providing direction, planning, distributing and monitoring of projects;
- ensuring and endorsing the consolidation of the final programmatic frame of the future missions to be implemented (Cost at Completion, schedule, procurement and georeturn);
- ensuring that the approved mission requirements are implemented within the agreed schedule and established Cost-at-Completion;
- interfacing with industry as needed in supporting project teams;
- interfacing on technical and programmatic issues with Member States and partner organisations, i.e. EUMETSAT for meteorological missions and the European Commission for Copernicus missions;
- implementing ESA industrial policy for the elements under his/her responsibility;
- developing and motivating departmental staff members by assessing performance, encouraging learning and development, delegating responsibilities and providing regular and constructive feedback;
- encouraging synergy across project teams and creating a sense of unity and purpose between teams and across ESA; recognising team success;
- dealing effectively with sensitive or difficult situations, liaising with Human Resources as required;
- ensuring that a long-term, strategic view is taken for the Department and effectively communicating the strategy and vision.

The postholder will be assisted by programme managers and project managers, as well as by Project Control and Management Support, and System Support functions.

In carrying out his/her duties, the postholder liaises closely with other departments and offices within the Directorate, and draws on the support of other Agency directorates.

Technical competencies

Experience in the management and development of complex space systems
Interaction with European space industry at the highest level, including contract negotiation
Project and technical management

Leadership competencies

Driving performance
Strategic vision & business context
Developing & motivating people
Fostering cooperation & effective team-working

Behavioural competencies

Ambassadorship
Communication
Responsible Decision-Making

Additional requirements

Candidates should also have:

- the ability to provide strategic direction to individuals and teams and relate team objectives to the overall and evolving organisational goals and context;
- the ability to anticipate problems, solve complex issues and relate situations to their context as well as to support others (team members, senior management, other stakeholders) in this process;
- previous experience of managing managers and of managing a large entity encompassing several teams.

Education

Applicants should have a Master's degree or equivalent qualification in engineering or physics.

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 13 May 2019.

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.