# Job Title: Space Programmes Accreditation and Security Engineering Manager

Req ID **8766** - Posted **19/07/2019**



# EUROPEAN SPACE AGENCY

Vacancy in the Director General's Services.

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
## Space Programmes Accreditation and Security Engineering Manager

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

## Location
ESRIN, Frascati, Italy

### Description
Space Programmes Accreditation and Security Engineering Manager is a post under the ESA Security Office in the Inspector General's Office, Director General's Services. Reporting directly to the Head of the ESA Security Office, the post holder is responsible for managing the ESA Security Office activities related to the overall accreditation, certification, assurance space programme lifecycle process and related security engineering activities.

### Duties
Under the direct authority of the Head of the ESA Security Office, the post holder, also supporting the head of ESO in the coordination of resources, contributes to the Agency's development of an integrated centralised ESA security vision, in terms of Space Programmes Accreditation/Certification process and security engineering and audit. In detail, he/she shall:

- Establish the ESA Accreditation Space Project specific Accreditation Strategy, Accreditation Plan and Audit Plan;
- For ESA space projects and those under ESA responsibility, manage the accreditation/certification process up to the certification release, ensuring that it is fully integrated in the overall development life cycle of space projects. For space programmes under third-party responsibility, manage the accreditation/certification process up to the preparation of the accreditation/certification dossier and related presentation of the third- party accreditation board. Ensure, in both cases, an accreditation strategy and process coherent and harmonised with the ESA accreditation vision, with respect to the ESA Security Regulations, Directives and Strategy;
- Perform security risk analysis to define the space project security posture and, during the overall accreditation process, to evaluate and minimise the risk profile;
- Perform Space Project security engineering analysis (SSRS, SIRS, Secops) on ground and space segment and on signal level;
- Propose the appropriate security design and measures able to achieve the correct assurance level;
- Perform threat analysis in relation to the space project Mission;
- Analyse the security technology and architecture to counter-react to the Space security threats;
- Manage all cyber security aspects of a Space Project in accordance with the ESA Security Directives, including proposing an appropriate security design and measures to minimise the risk and impact of cyber security attacks and supervising and auditing the correct implementation of the cyber security measures;
- Establish an ESA Cyber Policy Space Project specific Strategy, Plan and Audit Plan; Provide support to the Head of ESO in all necessary security-related matters and in maintaining relationships with internal/external stakeholders for any security matters; Act as deputy to the Head of the Office, if requested.

## Technical competencies
Knowledge of ESA and its programmes/projects
Knowledge of ESA's security policy and security framework
In-depth knowledge of Galileo and/or Copernicus Space Programmes & experience of either/both Programme(s) as a developer or user
In-depth knowledge of the EU accreditation/certification process

## Leadership competencies
Strategic vision & business context
Fostering cooperation & effective team-working
Developing & motivating people

## Behavioural competencies
Problem Solving
Relationship Management
Ambassadorship
Results Orientation
Communication
Continuous Learning

## Education
Applicants for this post shall have a Master's degree or equivalent in a relevant Engineering discipline.

## Additional requirements
- Excellent leadership, relationship management and communication skills, both oral and written;
- Ability to interface and network with people at all levels, to represent the Agency's interests towards external interfaces, along with a strong sense of diplomacy, tact, sensitivity and discretion;
- Strong problem-solving skills to deal with day-to-day operational challenges, together with demonstrated planning and organisational skills;
- The ability to anticipate problems, solve complex issues and relate situations to their context; Excellent cognitive, analytical and delegation, skills;
- The ability to reach solution-oriented, pragmatic and timely decisions, of a high standard and integrity, as well as to support others (team members, upper management, and other stakeholders) in this process;
- The ability to manage challenging situations proactively, constructively and in a customer-oriented manner.

Previous experience in security engineering, for Galileo and/or Copernicus, as a developer or user, as well as in-depth knowledge of and/or participation in the EU accreditation process, 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 6 September 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.

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.