Job Title: Head of the Φ-Lab

Req ID **8790** - Posted **07/08/2019**

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 Φ-Lab

This post is classified A2-A4 on the Coordinated Organisations' salary scale (see N.B.).

Location
ESRIN, Frascati, Italy

Description
Head of the Φ-Lab in the Future Systems Department, Directorate of Earth Observation Programmes.

Duties
Under the direct authority of the Head of Department, the postholder is responsible for promoting investments in industrial innovation within the EO domain and developing partnerships with new actors entering the EO sector. The postholder will foster entrepreneurial initiatives aimed at developing new business opportunities in EO for both its upstream and downstream segments and improving European economic operators' competitiveness in global markets including those for :

- EO missions, satellites and subsystems;
- mission operations;
- ground segment technologies;
- EO data access;

Duties include:

- facilitating high-risk/high-potential developments based on co-funding, public-private partnerships (PPP) and other financial risk-mitigation mechanisms;
- enabling pioneers of radically innovative technologies in space and non-space domains to connect and interact with mainstream activities across all EOP Departments to demonstrate their benefits for ESA's EO activities;
- managing a cooperative framework through which these actors can work with ESA to explore the potential of these new technologies for EO by rapidly prototyping new, disruptive concepts in an informal, multidisciplinary, collaborative environment: the Φ-lab;
- elaborating detailed proposals for applying such technologies in mainstream activities across all EOP Departments.

The postholder will be supported by the Φ-lab Explore Office team responsible for exploring new technologies from space and non-space domains, prototyping, demonstrating and adapting them for use on EO missions, systems, products, applications and services, and also by the Φ-lab Invest Office team responsible for activities fostering investment in industrial innovation within the EO domain.

Technical competencies
Knowledge of scientific discipline, including strategic vision of the Earth Observation area
Understanding of space system architectures

Experience in the development of EO applications
Computer science including Artificial Intelligence technologies
Knowledge of innovation-related processes
Knowledge of international scientific community
Knowledge in EO Big Data and digital services

Leadership competencies
Developing & motivating people
Strategic vision & business context
Acting as a role model

Behavioural competencies
Problem Solving
Responsible Decision-Making
Teamwork
Ambassadorship
Innovation & Creativity
Relationship Management

Education
Master's degree or equivalent qualification in engineering, physics or mathematics. Holding a PhD is a strong asset.

Additional requirements
Candidates should also have:

- proven experience of leading, motivating and developing a team of experts in a project or R&D environment;
- the ability to provide strategic direction to the individuals and teams within the Division 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.

Experience in managing managers and multiple teams is an asset, as is international experience, i.e. outside the candidate's home country, as well as experience in various functional areas relevant to ESA's activities.

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 12 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.

N.B. This post is opened at A2-A4 grade with regrading to A5 subject to successful evaluation of (i) the level of the post after the ESA Council at Ministerial level in November 2019 and (ii) performance during the first year after take up duty.