

# Job Title: Inspector General

Req ID 8806 - Posted 21/08/2019



## 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

Inspector General

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

### Location

ESA Headquarters, Paris, France

### Description

Inspector General, Director General's Services.

### Duties

Under the direct authority of the Director General, the Inspector General shall assist him by providing independent assessments on programmatic-critical issues in order to achieve consistent, affordable, technical excellence within the Agency.

Duties include:

- reviewing the major problems and risks related to the plans, the programmes and the resources of the Agency, propose plans of actions and follow them up with the responsible Programme Directorates;
- providing advice to Programme and Support Directors in the analysis of major issues;
- contributing to the definition and solution of technical problems of a corporate nature or affecting more than one directorate;
- elaborating and maintaining the overall policy related to the Agency's reviews and the Integrated Project Review (IPRev);
- planning, conducting and chairing selected major Agency's reviews and IPRevs;
- ensuring that all disciplines (technical, cost & planning and quality) are represented in major reviews & IPRev independent assessments and their views incorporated in a coherent set of recommendations;
- organising the systematic follow-up of technical review and IPRev recommendations and actions with the responsible Directorates;
- chairing selected Enquiry Boards in the event of anomalies and malfunctions. In doing so, he/she shall ensure that corrective measures are satisfactorily implemented;
- contributing to the elaboration of an overall policy related to standardisation activities;
- advising the Director General on security matters;
- contributing to the elaboration and implementation of an overall policy related to security of data, people and resources;
- conducting ad hoc technical enquiries upon request from other Directors or the Director General.

In exercising these duties the Inspector General is supported by the Project Review Office and the Technical and Programmatic Project Assessment Office.

### Technical competencies

Knowledge of the ESA institutional framework, policies and programmes

Knowledge of ESA's environment and programmatic framework covering technical, quality and cost & planning aspects

Knowledge in the field of programme reviews

Understanding of ESA's functions, rules and policies relating to management of security

## Leadership competencies

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

## Behavioural competencies

Responsible Decision-Making  
Relationship Management  
Communication  
Ambassadorship

## Education

Applicants should have a Master's degree or equivalent qualification in engineering and/or management.

## 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;
- 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, senior management, other stakeholders) in this process;
- solid communication skills, ability to interface and network with people at all levels.

## 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 18 September 2019.

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

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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.