

Job Title: System and Mission Performance Manager

Req ID 8629 - Posted 06/09/2019



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

System and Mission Performance Manager

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

Location

ESTEC, Noordwijk, The Netherlands

Description

The Biomass System and Mission Performance Manager will report to the Biomass Project Manager. Biomass is the fourth Core Earth Explorer Mission in the Earth Observation Envelope Programme. Its main objective is to provide first global observations of the distribution of forest biomass and changes in the biomass stock over the mission lifetime. The System and Mission Performance Manager is in charge of the maintenance of the Biomass system requirements, all aspects related to the mission performance including calibration and validation and will be the Project responsible for the ground segment requirements definition and the follow up of the development and validation of the overall ground segment.

Duties

- Defining, consolidating and maintaining the Biomass system requirements, ensuring coherence with mission requirements and constraints;
- Coordinating with other ESA Biomass Project Team sections to ensure consistency of requirements, designs, testing and performance levels (including end-to-end performance) with system-level needs;
- Managing industrial activities for system aspects;
- Assessing and reviewing space segment architecture and design, including identification and analysis of options, trade-offs and design drivers;
- Defining and maintaining mission-specific ground segment requirements, following up development and validation of the overall ground segment.
- Performing critical analysis and maintenance of all mission performance budgets and timely instigation of corrective actions where necessary;
- Ensuring the end-to-end mission performance is compliant with mission requirements, for the specified operations scenarios;
- Following up mission analysis activities and ensuring compliance with space debris mitigation requirements;
- Supporting preparation and execution of the cal/val activities;
- Ensuring timely frequency allocation for the Biomass Mission in coordination with the ESA Frequency Management Office;
- Liaising with the Mission Advisory Group (MAG) for aspects related to mission requirements, system implementation and performance verification;
- Following up the end-to-end system calibration, including definition and development of calibration facilities, as required;
- Monitoring the Biomass mission operations concept;
- Ensuring a rigorous approach to mission performance validation;
- Managing the System & Mission Performance team, including the definition of day-to-day tasks and objectives as well as the setting of annual performance objectives and their assessment (including training needs), ensuring staff motivation and commitment to the Project's goal.

Technical competencies

Multi-disciplinary knowledge of area of responsibility

Capability to evaluate performance at mission level

Ability to synthesize technical and programmatic information

Experience with industrial procurement and development, verification process and conduct of reviews

Leadership Competencies

Driving performance

Developing & motivating people

Fostering cooperation & effective team-working

Behavioural competencies

Problem Solving

Responsible Decision-Making

Communication

Planning & Organisation

Education

Applicants for this post should have a Master's degree in Engineering.

Additional requirements

In particular, candidates should also have:

- excellent managerial skills in driving results in time and performance
- strong leadership capabilities to manage individuals and a team in a project
- strong problem solving skills focusing on practical solutions and priority setting

In addition, candidates should have:

- the potential to manage individuals or a team in a project
- the ability to organise their activities and ensure a motivating work environment
- strong leadership capabilities, with proven relationship management and communication skills
- the ability to drive their team's performance, developing their people by encouraging learning, delegating responsibility and giving regular and constructive feedback
- strong problem-solving skills to deal with day-to-day operational challenges, together with demonstrated planning and organisational skills
- a strong results orientation with the ability to set priorities and present practical solutions both orally and in writing
- the ability to manage challenging situations proactively and constructively and to be customer focused.

Previous people management experience is an asset for the position, as is international experience, i.e. outside the candidate's home country, as well as experience in diverse functional areas relevant to the activities of ESA.

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 06 October 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.