

Job Title: Head of Data and Business Intelligence Analytics Section

Req ID 8902 - Posted 07/11/2019



EUROPEAN SPACE AGENCY

Vacancy in the Directorate of Internal 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

Head of Data and Business Intelligence Analytics Section

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

Location

ESRIN, Frascati, Italy

Description

Head of Data and Business Intelligence (BI) Analytics Section, Application Services Division, Information Technology Department, Directorate of Internal Services.

The Head of Section will report to the Head of Application Services Division. This role is part of a strong transformational programme in line with the Digital Agenda at ESA.

The postholder will set up and lead the BI competence centre and be responsible for developing and governing the data and BI strategy in order to drive business decisions. The incumbent will develop customer-centric data procedures and policies, working closely with all departments to collect, prepare, organise, protect and analyse data assets while ensuring the Agency follows industry best practices. The postholder will be responsible for delivering product excellence and innovation. The team will cover data management (MDM, migration, archiving, integration), BI, data science and machine learning capabilities

Duties

The postholder is responsible for the following tasks :

- acting as the 'go to' person for any challenges or problems faced throughout the BI technology stack, encompassing data vault, Exasol, Tableau, PowerBI , Excel, SSXS;
- developing a deep understanding of current/future Agency needs across all areas of the organisation – and how those needs interact with your product portfolio;
- working with all Directorate stakeholders to define the overall strategy and direction for that product portfolio;
- managing projects: being fully accountable for delivering local initiatives or rolling out overall programmes, which includes planning, risk evaluating/mitigating, handling resources and reporting on project status;
- working with senior architects, heads of development, delivery and operations to design and deliver products and services;
- managing the BI delivery roadmap while considering both business and technological objectives;
- providing timely and consistent data, clearly displayed;
- ensuring regular and frequent release of new self-service reporting capabilities;
- supporting users with incidents/questions, accompanying them in changing habits;
- line managing data and BI specialists, including hiring, goal-setting and career development plans;
- supporting the team to successfully deliver complex projects, including technical guidance as required;
- promoting the value of an insight/evidence-based culture across the organisation, including recognising where intelligence has wider impact and looking for opportunities to use and exchange data.

Technical competencies

Business intelligence tool
Data management technology
ERP solutions knowledge
Project and technical management

Leadership competencies

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

Behavioural competencies

Systems & Broader Business Thinking
Problem Solving
Innovation & Creativity
Responsible Decision-Making

Education

Applicants for this post should have a Master's degree in IT engineering or a relevant business area.

Additional requirements

A solid work background in the disciplines related to the tasks under consideration. Project management certification would be an asset. Applicants need to demonstrate strong leadership and coaching skills to build a high performing BI development function.

Candidates should also have:

- the potential to manage individuals or a team of IT experts
- 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 3 December 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.