

Job Title: Earth Explorers Programme Manager

Req ID 9080 - Posted 21/11/2019



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

Earth Explorers Programme Manager

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

Location

ESTEC, Noordwijk, The Netherlands.

Description

Under the direct authority of the Head of Projects Department, the Earth Explorers Programme Manager is responsible for overall management of approved Earth Explorer missions up to and including launch and in-orbit verification. You may also on an ad hoc basis be asked to manage other missions such as Earth Watch and/or those carried out by Member States at national level where ESA is asked to provide management and technical assistance.

Duties

These include:

- leading teams responsible for design and implementation of space segment of approved Earth observation missions under your responsibility, up to and including launch and in-orbit commissioning;
- providing direction, technical and resource planning and ensuring monitoring of project progress;
- ensuring and endorsing consolidation of the final programmatic framework of future missions to be implemented under your responsibility (Cost-at-Completion, schedule, procurement, geo return);
- ensuring approved mission requirements are implemented within the agreed schedule and established Cost-at-Completion;
- monitoring project risks, proposing and implementing mitigation measures;
- interfacing with industry as needed in supporting project teams;
- interfacing on technical and programmatic issues with Member States;
- implementing ESA industrial policy for elements under your responsibility;
- developing and motivating staff members by assessing performance, encouraging learning and development, delegating responsibilities and providing regular and constructive feedback;
- encouraging synergy across project teams and creating a sense of unity and purpose between teams and across ESA, recognising team successes;
- dealing effectively with sensitive or difficult situations, liaising with Human Resources as required;
- ensuring a long-term strategic view is taken for the Programme, effectively communicating the strategy and vision.

You will be assisted by Project Managers and by the Project Control, Management Support and System Support functions. You will liaise closely with the Director, other programmes, Departments and Offices within the Directorate, drawing on the support of other ESA Directorates.

Technical competencies

Experience in the management and development of complex space systems
Interaction with European space industry at the highest level, including contract negotiation
Project and technical management

Leadership competencies

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

Behavioural competencies

Ambassadorship
Communication
Responsible Decision-Making

Education

Applicants should have a Master's degree or equivalent qualification in engineering or physics.

Additional requirements

Also required:

Provide strategic direction to individuals and teams and relate team objectives to the overall and evolving organisational goals and context;

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;

Experience of managing managers and managing large project development.

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 you 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 03 January 2020.

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.

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.