

Job Title: Head of the Science Division

Req ID 9099 - Posted 29/01/2020



EUROPEAN SPACE AGENCY

Vacancy in the Directorate of Science.

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 Science Division

This post is classified A5 of the Coordinated Organisations' salary scale.

Location

ESTEC, Noordwijk, The Netherlands

Description

Under the direct authority of the Head of the Science and Operations Department, the Head of the Science Division is responsible for providing scientific expertise to studies, projects and missions in all phases, including, where necessary, supporting programmes in other Directorates with scientific content. The Head of the Science Division is further responsible for creating within the Directorate of Science (D/SCI) a lively scientific environment, to support the faculty across three sites (ESAC, ESTEC and STScI) and to manage accordingly the science trainees, students and research fellowship programmes.

Duties

You will be responsible for leading and managing the Science Division in carrying out its tasks, which include:

- Managing the Study and Project Scientists within D/SCI;
 - Providing scientific expertise to studies to the Directorate's activities, as well as supporting programmes in other Directorates with scientific content as applicable;
 - Acting as the interface between the study and science teams and the Agency's study, development and operations teams for all matters with a direct impact on science throughout all mission phases;
 - Supporting the study and science teams in the definition of the science requirements throughout all D/SCI mission phases and in the implementation of these requirements, in coordination with SCI-F and SCI-P departments as applicable;
- Fostering the capacity for scientific staff in the department to undertake scientific research in parallel with programme responsibilities;
- Managing the science trainees, graduate student and research fellowship programmes;
- Managing an effective communication strategy with the scientific user community.

Technical competencies

Active research career

Background in one or more of the following domains: solar systems science, astrophysics, space science

Knowledge of space projects, including instrumentation and operations

Steering/leadership experience within the member states and/or international scientific community

Leadership competencies

Promoting diversity

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

Behavioural competencies

Communication
Planning & Organisation
Innovation & Creativity

Education

You should have a PhD degree or equivalent qualification in astronomy, planetary science or solar physics.

Additional requirements

You should have:

- proven active research experience in astrophysics or planetary science or solar physics
- experience in strategic communication with the scientific community
- proven experience of leading, motivating and developing a team of scientists as well as with groups of young researchers (trainees and/or students and/or postdocs)
- 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 their organisation'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 a high standard and with integrity as well as to support others (team members, upper management, other stakeholders) in this process.

Previous experience of managing managers and multiple teams 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 26 February 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, 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.