

Job Title: Payload Manager (CHIME, CIMR, CO2M, LSTM)

Req ID 9543 - Posted 20/02/2020



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

Payload Manager (CHIME, CIMR, CO2M, LSTM)

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

Location

ESTEC, Noordwijk, The Netherlands

Description

Following the successful subscription by ESA Member States at the Ministerial Council in November 2019, it is planned to kick off Phases B2/C/D/E1 of the six High Priority Candidate Missions (HPCM) this summer. The current recruitment applies to the 4 following missions: CHIME (Hyperspectral mission), CIMR (Multifrequency passive radiometer mission), CO2M (CO2 Monitoring mission) and LSTM (Land Surface Temperature Mission).

The recruitment of the Payload Manager for the above missions is implemented via a single recruitment process, where the candidate will be asked to specify a) preference and b) exclusions for any of the listed HPCM missions.

You report to the respective Project Manager for all technical, programmatic and financial matters. The assignment covers activities related to Phases B2/C/D/E1 for prototype and recurrent satellites, including storage where applicable.

Duties

The main tasks and responsibilities include:

- bearing responsibility for procurement of the payload instrument(s) consistent with specifications and ensuring timely availability to the spacecraft;
- defining, consolidating, maintaining and implementing payload requirements, consistent with system and mission requirements;
- ensuring payload design and performance requirements are met during all programme phases up to in-orbit commissioning, in a coherent and cost-effective manner;
- monitoring technical and programmatic industrial activities related to payload procurement, ensuring technical integrity, optimisation of resources, definition of a sound development programme suitable for minimising the associated risks and defining a suitable analysis and test programme to fulfill verification requirements while being consistent with project needs/constraints;
- ensuring development and maintenance of models, tools and documentation, including characterisation databases and key data, for definition of technical payload budgets and evaluation of instrument performance;
- defining a calibration and validation approach of the payload instrument(s) and coordinating the activities during the execution of related activities both on-ground and in-orbit, as applicable;
- coordinating with the related mission scientist and with the other pProject sections to keep the mission requirements consistent cy with the payload instrument(st) performance, and to contribute to mission performance support activities (e.g. definition/implementation of campaigns) as appropriate;
- leading, managing and motivating the Section engineering team;
- liaising closely with other project sections to ensure a consistent approach and provide required support through the mission definition, procurement and verification phases;
- coordinating and managing the necessary specialist technical support from other Directorates

- ensuring availability of information for preparation and execution of the launch campaign and in-orbit operations until end of commissioning, supporting their execution;
- regularly reporting to the Project Manager on all aspects of payload development, identifying risks and problem areas, proposing mitigation actions where appropriate;
- contributing to general project reporting tasks (monthly, QSR) and other Department-level support activities.

Technical competencies

Knowledge of ESA and industrial development, verification and procurement processes

Experience of managing technical interfaces between subsystems both within ESA project team environment and for the industrial consortium

Instrument system AIV

Knowledge of industrial costs and schedule aspects

Multidisciplinary knowledge of area of responsibility

Complex project risk management processes

Knowledge of ESA Space system development and PA standards

Knowledge and experience in development of optical and microwave Earth Observation payloads

Leadership competencies

Acting as a role model

Driving performance

Developing & motivating people

Fostering cooperation & effective team-working

Strategic vision & business context

Behavioural competencies

Results Orientation

Problem Solving

Planning & Organisation

Responsible Decision-Making

Communication

Teamwork

Education

Applicants should have a Master's degree or equivalent qualification in a scientific/engineering field.

Additional requirements

Candidates should also have a solid experience in the space field, including appropriate experience in project engineering.

In addition, candidates should have:

- proven experience of leading, motivating and developing a team in a project;
- the ability to provide strategic direction to the individuals and teams within the Project 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 the Agency'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 high standard and integrity as well as to support others (team members, upper management, other stakeholders) in this process.

Previous experience of people management 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 19 March 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.

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.