

# Job Title: Mars Exploration Group Leader

Req ID 10285 - Posted 29/07/2020



## EUROPEAN SPACE AGENCY

Vacancy in the Directorate of Human & Robotic Exploration 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

Mars Exploration Group Leader

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

### Location

ESTEC, Noordwijk, The Netherlands

### Description

Reporting to the Director of Human and Robotic Exploration and as a member of the Directorate's Management Team, the Mars Exploration Group Leader (equivalent to Head of Department role) will be responsible for all Martian project developments undertaken by HRE, including completion of the ExoMars programme in cooperation with Roscosmos and all Mars Sample Return projects (Earth Return Orbiter, Sample Fetch Rover, Sample Transfer Arm) in cooperation with NASA/JPL.

### Duties

Principal accountabilities:

- leading and motivating a group of project teams for the concurrent development of two programmes with destination Mars comprising ExoMars and the three ESA contributions to Mars Sample Return (ERO, SFR, STA);
- delivering the projects to performance and to schedule within the allocated budget;
- implementing the cooperation agreements signed with Roscosmos (ExoMars) and with NASA/JPL (Mars Sample Return) and maintaining harmonious relationships with these agencies;
- reflecting in the work the wider ESA exploration strategy, drawing on contractual relationships with European industry and on strategic partnerships with other space agencies;
- contributing to the Directorate meeting its commitments to Member States regarding geographical return and industrial policy;
- reporting progress internally and to participating-State delegations at programme boards;
- enhancing ESA's positive reputation in space exploration and strengthening the relationship between ESA and other global agencies as an enabler for further cooperation;
- managing the allocated human and financial resources of the Group, developing and motivating individuals by assessing the performance of direct reports, encouraging learning and development, by delegating responsibilities and by providing regular, constructive feedback;
- creating and maintaining a trustful relationship with the E3P participating States;
- securing the interests of the European scientific community in the exploitation of the missions including samples to be returned by MSR;
- maintaining close and harmonious relationships between D-HRE and D-OPS (operations), D-SCI (mission science) and D-TEC (technical support).

### Technical competencies

Identifying key priorities and urgent issues within a complex and broad perimeter of responsibility

Delivery of complex projects within cost and schedule

Experience in ESA procurement processes and contract management as well as applied negotiation skills

Interaction with European space industry at the highest level

Technical and contract negotiation and being able to secure win/win outcomes

Complex project risk management processes  
Ability to brief senior decision makers under crisis conditions

## Leadership competencies

Acting as a role model  
Strategic vision & business context  
Leading change  
Fostering cooperation & effective team-working  
Driving performance  
Developing & motivating people

## Behavioural competencies

Communication  
Customer Focus  
Results Orientation

## Education

A Master's degree in a science or engineering discipline is required.

## Additional requirements

This is a senior management position with a budget responsibility of around €200m/year. You should be highly experienced in spacecraft development projects.

The role involves managing a small team of senior project managers and organising their activities, ensuring a motivating work environment and enabling them to deliver the individual projects in a coherent way. You will therefore need to demonstrate a full range of leadership skills including:

- Understanding the business context and motivations of participating States, industry and the science community
- Driving performance and promoting diversity of people and ideas in your team
- Possessing strong problem-solving skills to deal with day-to-day operational challenges, together with demonstrated planning and organisational skills
- Leading change, for example in optimising directorate and wider processes to deliver more efficiently
- Working collaboratively within a wider directorate management team
- Readiness to contribute to inter-directorate activities and the wider development of ESA as a whole.

You must be able to manage challenging situations proactively while maintaining a customer focus. You should know how to drive your team's performance by clear goal setting, encouraging learning, providing constructive feedback and delegating wherever possible. You will have good communication and influencing skills, be able to explain your position and convince others but also be able to listen and take advantage of the experience of colleagues. You should be able to concisely synthesise complex information and eliminate unnecessary detail in reporting to senior management and delegations.

Frequent missions may be required to lead industry premises in Europe; to Roscosmos and Lavochkin in Moscow; and to NASA/JPL in the US.

NOTE: Given the current covid-19 situation, teleworking may also apply for part of the work, including a reduction in physical travelling.

## 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 applicants 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 Wednesday, 9 September 2020.

If you require support with your application due to a disability, please email [contact.human.resources@esa.int](mailto:contact.human.resources@esa.int).

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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.