Job Requisition ID **10607** - Posted **15/10/2020**

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 Applications Technical Capabilities Section

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

Location
ESTEC, Noordwijk, The Netherlands

Description
Head of Applications Technical Capabilities Section, 'Application Services' Division, IT Department.

Duties

You will report to the Head of the Application Services Division, ESA Information Technology Department, Directorate of Internal Services, and be responsible for management of the Applications Technical Capabilities Section and its resources and activities. In addition, you will be required to contribute to various Section activities and to represent it in various boards and reviews, as necessary.

Your tasks include:

- managing a team of ESA staff, contractors and partners in accordance with the objectives of the Division and the IT department;
- ensuring availability of the technical capabilities required to support Application Services;
- coordinating the resources required to achieve the goals of the Application Services Division;
- being responsible for analysing and developing the processes to enable the MS Office 365 Power platform;
- organising a turnkey service offering for web development and hosting capabilities;
- developing a mobile application competence centre for ESA-wide and corporate business applications;
- monitoring technology trends and identifying key skills necessary to build up appropriate delivery teams;
- providing regular and comprehensive status and progress reports, covering scope, cost, schedule and quality, to the Head of Division and Department management, as required;
- providing expert support to business counterparts and operations, as required;
- ensuring quality compliance, as per QMS procedures, and managing projects according to the methodology adopted.

Technical competencies
Project and technical management
Messaging, collaboration and document management systems
Computer systems engineering
Information security technology
Knowledge of ESA corporate IT services
Knowledge of corporate information systems

Leadership competencies
Leading change
Fostering cooperation & effective team-working
Developing & motivating people

Behavioural competencies
Planning & Organisation
Communication

Results Orientation
Teamwork
Innovation & Creativity
Customer Focus

Education

You should have a Master's degree in computer science and/or management.

Additional requirements

- Highly methodical approaches to work and strong planning abilities, as well as excellent written and spoken communication skills are required.
- Keeping a keen eye on technology (technology watch) and technical experimentation.

In addition, candidates should have:
• the potential to manage individuals or a team [of experts] [in a project or R&D setting]
• 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 12 November 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, Latvia 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.