

# Job Title: Transformation Officer

Job Requisition ID 10853 - Posted 04/11/2020



## EUROPEAN SPACE AGENCY

Vacancy in the Directorate of Operations.

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 Transformation Officer

This post is for a limited duration of 4 years (non-renewable) and is classified A2-A4 on the Coordinated Organisations' salary scale.

**Location**  
ESOC, Darmstadt, Germany

**Description**  
Transformation Officer in the Strategy and Transformation Office, Directorate of Operations.

**Duties**  
The Transformation Officer will report to the Head of the Strategy and Transformation Office and, in close cooperation with other areas of the Directorate and ESA, will:

- Develop strategies for innovative technologies and will model spin-in/off;
- Foster the timely deployment of innovation in the business of the Directorate, for current and future programmes, in close cooperation with end-users and customers;
- Support the OPS families of missions with relevant knowledge and expertise, as required;
- Contribute to business development and environmental intelligence, keep abreast of and assess the relevance and implications of new technologies and business models, and contribute to related analyses and benchmarking;
- Actively contribute to the development of an innovation ecosystem, and act as Coordinator for selected joint labs with partners and foster cooperation across such labs;
- Participate in the Directorate's strategic and transformation activities and act as Technical Officer for selected initiatives.

**Technical competencies**

- In-depth knowledge of state-of-the-art technologies and methodologies relevant to the OPS business;
- In-depth knowledge of AI and its applications;
- Knowledge of current and future mission operations trends and needs.

**Behavioural competencies**

Communication  
Teamwork  
Relationship Management  
Innovation and Creativity  
Continuous Learning  
Results Orientation  
Ambassadorship

**Education**  
Applicants should have a Master's degree or equivalent qualification in engineering. Advanced studies at PhD level are a distinct advantage.

**Additional requirements**

Extensive grasp of new technologies relevant to the Directorate's core business and direct exposure to the mission operations domain and its needs.

## 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 01 December 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, 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.

(<https://esamultimedia.esa.int/docs/careers/NationalityTargets.pdf>)

In view of the limited duration of this post, internal candidates are strongly advised to contact their HR advisor before applying.

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.