

Job Title: Technical Learning and Talent Development Officer

Requisition ID 11952 - Posted 06/01/2021



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. For this purpose, we welcome applications from all qualified candidates irrespective of gender, sexual orientation, ethnicity, beliefs, age, disability or other characteristics. Applications from women are encouraged.

Post

Technical Learning and Talent Development Officer

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

Location

ESTEC, Noordwijk, The Netherlands

Description

Technical Learning and Talent Development Officer in the Learning and Talent Development Section, Competence and Policy Centre, Human Resources Department, Directorate of Internal Services.

Duties

You will report to the Head of the Learning and Talent Development Section and will be in charge of a portfolio of talent development activities focused on space-related technical and engineering domains. Beyond the generic duties listed below, the portfolio may include additional responsibilities specific to the nature of the talent development activities covered.

Managing such a portfolio can include one or more activities relating for example to the design and development of technical training curriculums; career and succession management; leadership and project management development; induction and young professional programmes; and mobility and developmental assignments. A separate list of activities will be provided to the selected Technical Learning and Talent Development Officer accordingly.

Generic duties include:

- managing the Talent Development Portfolio on a day-to-day basis;
- carrying out the monitoring, impact analysis and marketing of the talent development activities;
- tracking and sharing knowledge among all Talent Development Officers.

You will develop and maintain strong interactions with external providers and vendors to negotiate contracts and service provisions, with the participants of talent development activities to manage their expectations and with HR Business colleagues to advise and guide them and provide various levels of support.

Technical competencies

Experience in the execution, management and delivery of talent development programmes
Experience in translating technical/engineering business needs into technical training
Experience in managing talent development/L&D programmes and budgeting
Knowledge of on-line learning methods and practices
Understanding of assessment tools and methodologies
Negotiation skills

Behavioural competencies

Result Orientation
Operational Efficiency
Fostering Cooperation
Relationship Management
Continuous Improvement
Forward Thinking

Education

A Master's Degree in an engineering or science discipline is required.

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 3 February 2021.

At the Agency we value diversity and we welcome people with disabilities. Whenever possible, we seek to accommodate individuals with disabilities by providing the necessary support at the workplace. The Human Resources Department can also provide assistance during the recruitment process. If you would like to discuss this further please contact us at 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. (<https://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.