Job Title: FORUM Payload Manager

Requisition ID **11889** - Posted **02/03/2021**

EUROPEAN SPACE AGENCY

Vacancy in the [[customDirectorate]].

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
FORUM Payload Manager

This post is classified [[customGradeFrom]]-[[customGradeTo]] on the Coordinated Organisations' salary scale.

Location

ESTEC, Noordwijk, The Netherlands

Description

The Far-infrared-Outgoing-Radiation Understanding and Monitoring Mission (FORUM) is the 9th Earth Explorer, aiming to provide, through high-resolution measurements in the far infrared spectral range, new insight into the planet's radiation budget and how it is controlled. The balance of the radiation at the top of the atmosphere drives the Earth's surface temperature. FORUM will fill a fundamental gap in measuring the electromagnetic spectrum in the FIR range, where over half the Outgoing Long-wave Radiation is concentrated, enabling the processes driving global climate evolution to be understood and improving existing models.

The FORUM mission consists of a single satellite carrying two optical instruments: the FORUM Sounding Instrument (FSI) and the FORUM Embedded Imager (FEI).

Duties

The principal tasks and responsibilities will include:

- Managing procurement of the payload instruments consistent with their specification and ensuring their timely availability to the spacecraft;
- Defining, consolidating and maintaining the payload requirements in keeping with the system and mission requirements, addressing in particular non-compliances in close liaison with the mission scientist and other Project sections;
- Identifying critical instrument technologies, coordinating and monitoring the industrial activities, aiming at reaching TRL-5 at the end of Phase A/B1 (pre-developments) and TRL6 at PDR and before MRR of the related equipment EQM or PFM;
- Ensuring that the payload design and performance requirements are being met in a coherent, cost-effective manner;
- Monitoring the technical and programmatic industrial activities related to the payload definition and procurement, with the goal of ensuring technical integrity, optimisation of resources, and definition of an analysis and test programme able to fulfil the verification requirements while being consistent with project needs and programmatic constraints;
- Ensuring the development and maintenance of models, tools and documentation, including characterisation databases and key data, required to define the technical payload budgets and evaluate instrument performance;
- Defining a calibration and validation approach for the payload instruments and coordinating activities during execution of the related activities both on-ground and in-orbit, as applicable;
- Coordinating with the related mission scientist and other Project sections to keep the mission requirements consistent with payload instrument performance, and to contribute to mission performance support activities (e.g. definition/implementation of campaigns) as appropriate. Participating in the MAG meeting to present and discuss mission requirements related to the payload;
- Liaising closely with the other Project sections to ensure a consistent approach and the required support through the mission definition, procurement and verification phases;
- Supporting general Project reporting tasks (monthly, QSR) and other Department-level support activities as required.

Technical competencies

Multi-disciplinary knowledge of area of responsibility
Knowledge and experience in development of optical Earth Observation payloads
Knowledge and Experience in complex project risk management

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
Experience in spaceborne optical instrument development
Knowledge of industrial costs and schedule aspects

Behavioural competencies

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

Education

A Master's degree in scientific/engineering discipline is required.

Additional requirements

You should have:

- the potential to manage individuals or a team in a project setting;
- the ability to organise your activities and ensure a motivating work environment
- strong leadership capabilities, with proven relationship management and communication skills the ability to drive your team's performance, developing your people by encouraging learning, delegating responsibility and giving regular, 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.

People management experience is an asset, as is international experience, i.e. outside your home country, as well as experience in diverse functional areas relevant to ESA activities.
Technical management experience including interfaces between subsystems both within a project team environment and for an industrial consortium is required, as well as proven experience in optical instrument verification and calibration, in particular infrared testing.
Specific knowledge of Fourier-transform spectrometers is considered an asset for this position.

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 30 March 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.