

## Space Transportation Product Assurance & Safety Manager FLPP(Future Launchers Preparatory Programme)

**Job Req ID:** 12387

**Closing Date:** 20 May 2021

**Publication:** Internal & External

**Vacancy Type:** Permanent

**Date Posted:** 22 April 2021

Vacancy in the Directorate of Technology, Engineering and Quality.

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.

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

### Location

ESTEC, Noordwijk, The Netherlands, with a resident assignment at ESA  
Headquarters, Paris, France

### Description

You will be assigned as integrated support to the Directorate of Space Transportation within the Product Assurance and Safety (PA&S)\* Office and will support Space Transportation projects in conducting, monitoring and assessing the overall implementation of the PA&S requirements.

For project-specific PA&S responsibilities and duties, you will report functionally to the related Project Manager in the Directorate of Space Transportation. For the maintenance of professional standards, the implementation of the ESA general Product Assurance policy and contributions to corporate tasks (e.g. reviews, standardisation, alerts, lessons learned), you will report to the Head of the Product Assurance and Safety Department (TEC-Q) via, and with the coordination of, the Head of the Space Transportation PA&S Office.

Training and familiarisation with the parent Department's mandate, processes and procedures will be provided at the start of this assignment.

\* PA&S covers PA management, Quality Assurance, Dependability and Safety, EEE Components (including radiation hardness), Materials, Processes and Mechanical parts (including Cleanliness and Contamination Control), and Software Product Assurance

### Duties

**Your Project-specific responsibilities and duties include, in particular:**

- Establishing and maintaining the PA requirements baseline for the projects in compliance with general ESA PA policy and specific requirements for space transportation systems;
- Planning and performing quality assurance audits, contributing to Supply Chain Management and supporting regular exchanges and meetings with Quality representatives in industry;

- Participating in major failure investigations, supporting TEC-Q as required, and monitoring relevant corrective and preventive actions;
- Representing ESA in the boards established to address deviations from the requirements baseline (RFD/D);
- Monitoring the qualification of EEE components and of Parts, Materials and Processes and compliance with requirements;
- Preparation and participation in Key-Points and Project Reviews, managing the related Quality and PA panels, actions and recommendations;
- Ensuring monitoring of major manufacturing, assembly and integration activities with key inspection points and first article configuration reviews;
- Ensuring the implementation of Reliability, Availability, Maintainability and Safety (RAMS) requirements in support of design decisions and verification means;
- Supporting, as required, the project with the RAMS activities and documentation, including failure mode analysis, worst case analysis, hazard analysis, impact of waivers, critical item list;
- Preparing, as required, safety files for submission, seeking coherence and coordination across Space Transportation projects and with TEC-Q;
- Supporting the risk identification process and action plan definition for preventive or corrective actions;
- Supporting independent cross-checking activities with experts or functional support;
- Ensuring the technical monitoring and witnessing of major test activities, and conducting the related boards (TRR, TRB);
- Participating in technical boards related to flightworthiness and PA panels of Qualification reviews;
- Defining formal acceptance requirements;
- Conducting acceptance reviews of all contractual deliverables, guiding the necessary preventive or corrective actions;
- Assessing the qualification status of component off-the-shelf (COTS) and re-used products;
- Monitoring combined-test campaigns and launch campaigns, and the related processes and major technical events.

**Specific responsibilities and duties within the PA&S Office include in particular:**

- Contributing to the team coordination and reporting, sharing key events and major risks;
- Contributing to the knowledge management process, including lessons learned recording;
- Contributing to maintaining the Quality Management System (QMS) database and documentation system and supporting, as needed, QMS Management Reviews and Improvement Forums;
- Supporting the evolution of the ESA Quality Management System towards an ESA Integrated Management System, and the digital transformation of the QMS across the Agency;
- Evaluating management processes and drafting procedures; assessing existing processes for consistency with internal rules, regulations and standards and identification of required improvements;
- Fostering cross-cutting exchanges and cross-project support, seeking coherence of general PA&S approaches and processes.

In the execution of the above tasks, you will be supported by experts from the project teams and the ESA Directorate of Technology, Engineering and Quality.

In addition, you will support, as necessary, Space Transportation Product Assurance & Safety Office activities, including improvement initiatives and coordination meetings. You will also participate in periodic meetings with the parent section, contributing to the transfer of technical knowledge and lessons learned across the Agency.

## **Technical competencies**

General background and specific experience in the technical domains covered by the position

Project experience in a relevant PA&S domain

Experience in the management and monitoring of industrial activities, including participation in audits, reviews and test campaigns

## **Behavioural competencies**

Result Orientation

Operational Efficiency

Fostering Cooperation

Relationship Management

Continuous Improvement

Forward Thinking

## **Education**

A Master's degree in an engineering discipline is required.

## **Additional requirements**

Several years of experience in space related developments are required, as well as a good knowledge of the PA&S domain and proven experience in interfacing with partners in an international environment, i.e. experience outside the candidate's home country.

## **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.

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 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 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.