

MPCV-ESM Baseline Verification and AIV Team Leader

Job Req ID: 12351

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Vacancy Type: Permanent

Date Posted: 01 September 2021

Vacancy in the Directorate of Human and Robotic Exploration Programmes.

ESA is an equal opportunity employer, committed to achieving diversity within the workforce and creating an inclusive working environment. We therefore 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, Netherlands

Description

As MPCV-ESM Baseline Verification and AIV Team Leader you will be responsible for the definition, implementation and planning of the verification of the ESM requirements, including the timely and effective management of AIT activities in line with the MPCV baseline schedule. This encompasses follow-up of the production of all ESM models and of all the test campaigns related to the Orion-ESM project.

You will report to the ESM Team Leader (Project Manager) and you will lead a team of engineers and liaise closely with the MPCVESM Engineering Team Leader. You will also receive support from experts in the Directorate of Technical and Quality Management.

https://www.esa.int/Science_Exploration/Human_and_Robotic_Exploration/Orion

Duties

Specific duties are as follows:

- ESA L0 Requirements Verification:
 - Chair the Verification Control Board for the internal review and approval of the system verification documentation in coordination with the Engineering and Product Assurance Sections. Ensure timely ESA and NASA feedback for verification closure evaluations. Coordinate with all stakeholders regarding the resolution of verification issues. Ensure ESA and NASA verification approvals are recorded in a controlled manner;
 - Ensure the successful finalisation and close-out of the Qualification Review up to the ESM generic version;
 - Coordinate with NASA, the prime contractor and internally regarding evolutions of the requirement baseline documentation (SRD and IRDs), including identification and definition of associated impacts arising from industry;
 - Participate as needed in Project Management Control Board for assessing technical changes related to AIT;
 - Provide inputs for the definition of needs for delta system functional qualification tests and be the Agency AIT manager for any associated Test Readiness Reviews and Post-Test Reviews;

- Reviews of AIT task organisation and scope:
 - Organise and follow Orion-ESM production formal reviews with the prime contractor and NASA and act as Secretary to those reviews in the area of AIT (CDR, QR, PSR, FAR and LRR);
 - Ensure the proper definition of all the test campaigns related to Orion-ESM project, including:
 - ESM test campaigns at the prime contractor's premises
 - ESM ATLO and EGS campaigns at NASA KSC, including BIVP test
 - ESM QF test campaigns
 - ITL test campaigns;
- AIT campaigns at the prime contractor's premises for the ESM models:
 - Review and approve the AIV/AIT plans in terms of work definition and flow of activities;
 - Identify potential risks to the schedule and define workaround solutions and risk mitigation actions to ensure timely provision of MPCV AIV/AIT activities;
 - Review and approve test plans, specifications and procedures;
 - Monitor the timely completion of AIV/AIT activities to be performed at the prime contractor's premises;
 - Follow-up of AIV/AIT activities at subsystem and spacecraft levels and ensure consistency of these activities across equipment, subsystem and spacecraft levels;
 - Be responsible for the AIT project – during Integration Readiness Reviews, Test Readiness Reviews and Post-Test Reviews of the AIT programme at system level;
 - Review and approve AIT test reports and run procedures as deliverable to the Agency;
 - Participate in Test Review Board and Non Conformance Review Board as the Agency AIV manager;
 - Ensure implementation of corrective actions at AIV level for non-conformances and anomalies.

Duties Continued

- Test facilities and Ground Support Equipment:
 - Ensure that all test facilities (ESMQF, ESM ITL) and Ground Support Equipment (electrical, mechanical, fluidic) are complete, configured and verified properly in time for AIT activities at subsystem and spacecraft levels and that all software and automated procedures required for verification are consistent with verification needs;
 - Follow up all the test campaigns related to Orion-ESM project at ESM QF and ITL for their proper conduct.
- Launch Campaigns for the ESM models:
 - Be the AIT project manager during MPCV ESM spacecraft test campaign at the prime contractor's premises with respect to NASA and Lockheed Martin;
 - Be the AIT project manager during launch campaign at KSC with respect to NASA and Lockheed Martin, including for the Bilateral Sustaining Engineering support plan;
 - Monitor the timely completion of ESM-related AIV/AIT activities to be performed at the launch site (NASA KSC);
- Contractual and managerial tasks:
 - Support Project management in assessing and negotiating the prime contractor Contract Change Notices related to the above areas.
 - Provide project management with periodic reports on the progress and issues related to AIV activities.

Technical competencies

Experience in industrial procurement, negotiation, industrial activities and conduct of reviews

ESA space systems development, verification and review processes and standards
Experience with the development, validation and implementation of relevant tools and methods
Experience in definition of launchers interfaces and relevant spacecraft qualification
Experience working with other international space agencies

Behavioural competencies

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

Education

A Master's degree in Engineering is required.

Additional requirements

A sound understanding of environmental spacecraft testing and of the specific issues governing human spaceflight projects, and several years' verification and AIT experience in a project environment.

Knowledge and experience of verification practice tools, including DOORS, is also desirable. Experience with launch campaigns and on-orbit commissioning preparation activities is an asset.

As team leader, you will also be required to:

- manage individuals or a team in a project setting;
- organise their activities and ensure a motivating work environment;
- have strong leadership capabilities, with proven relationship management and communication skills;
- drive your team's performance, developing your people by encouraging learning, delegating responsibility and giving regular, constructive feedback;
- have strong problem-solving skills to deal with day-to-day operational challenges, together with demonstrated planning and organisational skills;
- have a strong results orientation with the ability to set priorities and present practical solutions both verbally and in writing;
- manage challenging situations proactively and constructively and 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.

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.

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, Lithuania 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.

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