

Head of the Commercialisation Department

Job Req ID: 12846

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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 A6 on the Coordinated Organisations' salary scale.

Location

ESTEC, Noordwijk, Netherlands, or ESA Headquarters, Paris, France.

Description

Head of the Commercialisation Department in the Directorate of Commercialisation, Industry and Procurement.

Duties

- Under the direct authority of the Director of Commercialisation, Industry and Procurement, you are responsible for supporting innovation in and commercialisation of space technologies, products, concepts and services, the scale-up on global markets, as well as the access to investments and finance for the European space industry. You will in particular be in charge of:
- Elaborating a global, coherent commercialisation approach for the Agency, and setting up a commercialisation high-level advisory board;
- Managing the ESA BIC network and ensuring its further development and closer connection with ESA projects and activities;
- Establishing and coordinating a network of Phi-Labs throughout the Agency;
- Developing and implementing prizes, competitions and grand challenges to foster competitiveness and scale-up on global markets and to stimulate innovation in technology, products, services and business models;
- Managing and extracting maximum value and benefit from the Agency's patents portfolio as well as developing intellectual property-related services to support commercialisation;
- Providing financial advisory services to industry facilitating access to and connection with the investors community and the financial institutions; developing innovative financial platforms to support the growth of European space industry in cooperation with the European Investment Bank Group and the European Commission;
- Developing the market and stimulating the demand for ESA programmes, in coordination with the programmatic and technical directorates;
- Managing the Agency's technology transfer de-risking scheme providing industry with the opportunity to find funding to bring their innovative ideas closer to market, from Feasibility Study and Design up to Demonstration;
- Complementing spin-off with spin-in, connecting the space industry with non-space markets and industrial verticals; Providing matchmaking opportunities for space industry with space and non-space industry, as well as with the financial community through digital platforms and the organisation of large events;

- Elaborating and implementing the Agency's initiatives towards small and medium-sized enterprises (SMEs) and defining with the Procurement and EU Administration Department specific procurement measures for SMEs;
- Performing market studies and business plan assessments for the benefit of ESA programmes, as well as of the European space industry;
- Establishing and managing – in cooperation with the Directorate of Technology, Engineering and Quality and other Agency's directorates as appropriate – a new programme to launch disruptive projects in a New Space approach, leveraging new procurement tools and innovative public-private partnership approaches.

Technical competencies

In-depth experience in similar functions acquired in an international setting and in close cooperation with partner organisations

A background in industry, business development, intellectual property, and innovation management, preferably in the space domain

Understanding of the space economy and the New Space type of business (challenges and opportunities)

Experience in cooperating with European financial institutions and venture capital

Knowledge of the Agency's industrial policy, SME policy and procurement policy

Behavioural competencies

Result Orientation

Operational Efficiency

Fostering Cooperation

Relationship Management

Continuous Improvement

Forward Thinking

Education

You should have a Master's degree in engineering or business management.

Additional requirements

Applicants should have substantial experience in policy making, experience with industry, a well-established network and a deep understanding of the space economy and of the challenges and opportunities related to the commercialisation of upstream and downstream space-related programme, and – in particular – of New Space type of business, from both the technical and economic standpoints and of the value chain stakeholders (institutional organisations, users, operators, industry, financial institutions).

Key qualities required for the post are an innovative spirit and a strategically-oriented mind, a proven capacity to lead change and manage people and teams, excellent relationship management and negotiation skills and the ability to influence high-level decisions.

As a general requirement for any position at managerial level within ESA, you are expected to have:

- proven experience of leading, motivating and developing a team;
- the ability to provide strategic direction to the individuals and teams within the Department and relate team objectives to the overall, evolving organisational goals and context;
- the ability to drive performance and foster cooperation within and across teams throughout the organisation;
- demonstrated excellent leadership, relationship management and communication skills, both oral and written;
- a proven track record in representing the Agency's interests vis-a-vis external interfaces;
- excellent cognitive, analytical, delegation, planning and organisational skills;
- the ability to anticipate problems, solve complex issues and relate situations to their context;

- the ability to reach solution-oriented, pragmatic and timely decisions of high standard and integrity as well as to support others (team members, upper management, other stakeholders) in this process.

Previous experience of managing managers and multiple teams, as well as experience outside your home country and in diverse functional areas relevant to the activities of ESA, is an asset.

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.

Please note that applicants may be required to undergo aptitude testing, including recognised psychometric testing as well as problem solving and decision-making exercises.

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, Lithuania and Slovenia.

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.

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