

Payload System Engineer

Job Req ID: 12513

Closing Date: 18 October 2021

Publication: Internal & External

Vacancy Type: Permanent

Date Posted: 20 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. 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, Netherlands

Description

Payload System Engineer in the ISS Payloads Team, Research and Payloads Group, Directorate of Human and Robotic Exploration

Duties

You will be responsible for the system engineering activities related to the payloads under development by the ISS Payloads Team.

You will liaise closely with the industrial prime contractors, and various teams in the Research and Payloads Group, particularly the ESA ISS science and utilisation planning teams, and the teams in the LEO Exploration Group, mostly the engineering and the operations teams.

As Technical Officer for several payload development contracts, your responsibilities will include:

- monitoring industrial activities related to the development, integration, testing and initial operations (commissioning phase) of the assigned science payloads;
- establishing the technical and programmatic requirements;
- negotiating and managing the relevant contracts;
- providing continuous status monitoring for the payload activities, identifying development risks and critical areas, assigning corrective actions, devising solutions for resource conflicts and implementing the necessary changes to the established requirements;
- supporting gradual establishment of the payload baseline, from requirements up to and including end-item verification and definition;
- providing support to contractors in defining and implementing the functional specifications, in defining and controlling the payload external and internal interfaces, the safety aspects, and the compliance with the scientific requirements, and in documenting the verification of all payload requirements;

- supporting and providing inputs to the ISS utilisation and operations teams (including ESA, industry and the USOCs) and project scientists in preparing the operational phase of the payloads;
- providing support for the early assessment of the feasibility of potential new payloads;
- supporting line management in the identification of areas of improvements, suggesting ways forward and potential changes;
- helping coordinate the specialised engineering support provided by the Directorate of Technical and Quality Management, as required;
- supporting technical discussions/negotiations with launch authorities regarding launcher interfaces;
- organising, conducting and supporting project reviews at system, ground segment, and payload level;
- providing support for other ISS Payloads Team activities, as required and relevant to your knowledge and professional experience.

Technical competencies

Knowledge of industrial costs and schedule aspects

Knowledge of ESA and industrial development, verification and procurement processes

Knowledge of other technical domains with interfaces to own area of responsibility

Complex project risk management processes

Extensive knowledge of ESA Space system development and PA standards

Multi-disciplinary knowledge of area of responsibility

Behavioural competencies

Result Orientation

Operational Efficiency

Fostering Cooperation

Relationship Management

Continuous Improvement

Forward Thinking

Education

A Master's degree in engineering and/or physics for this position is required.

Additional requirements

You should demonstrate a proven ability to co-operate with industrial partners in achieving common goals. You are expected to demonstrate excellent technical and system level coordination skills, and the ability to sum up complex technical information. You should also have:

- good interpersonal skills with the ability to work effectively in a diverse team environment;
- negotiating skills;
- a proactive attitude to solving problems and achieving solutions in line with team objectives;
- good communication skills, both verbal and written;
- an interest in innovative technologies;
- a vision for improving overall efficiency of the development process.

A good knowledge of ISS Payloads engineering and operations, experience of managing ISS industrial activities and substantial industrial experience are considered an important 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.

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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