

EUROPEAN SPACE AGENCY

Head of the Industrial Policy and Auditing Department

Job Req ID: 13903

Closing Date: 15 December 2021

Publication: Internal & External

Vacancy Type: Permanent

Date Posted: 17 November 2021

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

ESA Headquarters, Paris, France

Description

Head of the Industrial Policy and Auditing Department, Directorate of Commercialisation, Industry and Procurement.

Duties

You will report to the Director of Commercialisation, Industry and Procurement.

Your responsibilities will include:

- fostering dialogue and maintaining regular interactions with European space industry and its related associations;
- defining and ensuring a coherent and efficient implementation of the Agency's industrial policy in all programmes and activities, in close cooperation with the Procurement Department;
- defining the geographical return policy of the Agency and implementing the pro-active management of geographical return matters, in cooperation with the Procurement Department and with all Programme Directorates, in accordance with the Council decisions adopted in application of the Convention;
- preparing and conducting the interim and formal reviews of the geographical distribution of contracts, in application of Annex V to the Convention;
- interacting with Member States for aspects relevant to industrial and IPC-related matter, and with respect to industrial policy matters;
- developing and implementing cost audit policies and performing audits of industrial costs and of nationality of firms;
- interacting with non-Member States and European institutions, and notably the European Union (EU), for aspects relevant to industrial policy in coordination with the Directorate of European, Legal and International Matters (D/ELI);
- conducting socio-economic studies;
- defining and implementing the Agency's policy and initiatives towards new Member States and Cooperating States in cooperation with all programme directorates, DG's Cabinet and D/ELI.

Technical competencies

Knowledge of the ESA institutional framework, and of the European and international space sector (institutional, commercial and/or industrial)

Knowledge of ESA programmes and policies

Knowledge of industrial and procurement policies

Experience in space programmes' management

Behavioural competencies

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

Education

A Master's degree is required, preferably in engineering, economics, political sciences or social sciences.

Additional requirements

As this is a senior managerial role at ESA, you are expected to have:

- proven experience of leading, motivating and developing teams;
- the ability to provide strategic direction to the individuals and teams within the Department and to 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;
- excellent demonstrated leadership, relationship management and communication skills, both written and oral, including public speaking;
- a proven track record in representing the Agency's interests vis-à-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 a 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 international experience outside your home country and in diverse functional areas relevant to ESA's activities, 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.