

Themis/Re-usability for Space Transportation Programme Manager

Job Req ID: 14202

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Vacancy Type: Permanent

Date Posted: 06 December 2021

Vacancy in the Directorate of Space Transportation.

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

ESA Headquarters, Paris, France

Description

Themis/Re-usability for Space Transportation Programme Manager in the Future Launchers Preparatory Programme (FLPP) Project Team (FPT), Future Space Transportation Preparation Department, Directorate of Space Transportation.

Duties

You will report to the Future Launchers Preparatory Programme (FLPP) Manager.

The duties are as follows.

- As Project Manager, you will be responsible, within the assigned projects, for:
 - Drawing up and implementing the logic of activities, in line with objectives and considering the industrial organisation. This must be done in compliance and close cooperation with other relevant FLPP activities;
 - Defining elements for ESA Programme and Procurement Boards;
 - Defining industrial activities and preparing Statements of Work;
 - Managing and participating in the evaluation of offers and negotiation of contracts;
 - Managing and executing industrial contracts up to completion in line with scope/budget/schedule;
 - Managing and participating in the assessment of deliveries of related contracts;
 - Preparing for and organising reviews and key-points;
- Analysis of existing technologies and capacity for reusability use cases;
- Preparation of programme elements related to reusable space transportation building blocks;
- Development of internal and external networks;
- Setting up, organisation and management of the FLPP Themis/Re-usability team activities and outputs, coordinating closely with the other FLPP delivery groups to ensure consistency;
- Setting up, organisation and management of the related internal and external technical support; in particular, definition of the support to be provided by ESTEC and by

national agencies as part of FPT Technical Assistance for related activities, and drawing up and managing the relevant contracts and arrangements with those entities;

- Drawing up and follow-up of the cooperation agreements with relevant national and international space agencies, regarding participation in and contributions to the assigned activities;
- Support to the competent entity in the Directorate with respect to development of a coherent European space transportation research and technology policy.

The Themis/Re-usability for Space Transportation Programme Manager will receive support as necessary from, for example, project control, contracts, legal and quality staff, and will be supported by engineers from the Directorate of Technology, Engineering and Quality and from national agencies under the FLPP Technical Assistance scheme.

Technical competencies

Project and technical management

Management and development of space transportation subsystems and related technologies

Ability to interact with European space industry, including contract negotiation

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 a related discipline.

Additional requirements

You should have:

- knowledge of the European and global space transportation sectors;
- technical knowledge of launcher systems, in particular reusable and innovative technologies;
- demonstrated project lead experience;
- demonstrated negotiating skills;
- professional experience in the space transportation industry;
- ability to work autonomously in an international environment;
- 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.

You should also have:

- the potential to manage individuals or a team;
- the ability to organise their activities and ensure a motivating work environment;
- strong leadership capabilities, with proven relationship management and communication skills (both oral and written);
- the ability to drive your team's performance, developing your people by encouraging learning, delegating responsibility and giving regular and constructive feedback;
- strong problem-solving skills to deal with day-to-day operational challenges, together with demonstrated planning and organisational skills;
- strong results orientation with the ability to set priorities and present practical solutions both orally and in writing;
- the ability to manage challenging situations proactively and constructively and to 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 welcome people with disabilities. Whenever possible, we seek to accommodate individuals with disabilities by providing the necessary support in the workplace. The Human Resources Department can also assist 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 or balanced 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.

*Member States, Associate Members or Cooperating States.