

## Junior Professional in Commercialisation (2 posts)

**Job Req ID:** 14214

**Closing Date:** 06 January 2022

**Publication:** Internal & External

**Vacancy Type:** Junior Professional

**Date Posted:** 30 November 2021

Vacancy in the Directorate of Commercialisation, Industry and Procurement

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 part of ESA's Junior Professional Programme. We are looking for enthusiastic candidates with a Master's degree and 2-3 years' experience to join ESA for an initial three-year period. During this time, you will actively work and learn on the job and will benefit from interesting development opportunities in order to prepare for a permanent position at ESA at the end of your Junior Professional assignment.

The selection process for the first cohort of Junior Professionals will take place during Spring 2022, successful candidates are expected to start work during the period June-October 2022.

This post is for an initial limited duration of three years and is classified A1 on the Coordinated Organisations' salary scale.

### Location

ESTEC, Noordwijk, Netherlands or HQ, Paris, France.

You may be required to relocate temporarily to other ESA establishments or another location for development assignments.

### Description

While geopolitics was the leading motivation for space exploration and development in the 60s, today the space sector is being disrupted by real market opportunities generated especially from space-based services contributing to our daily lives. Competitiveness and commercial development are driving the NewSpace revolution, which has lowered the entrance barrier to space and increased the pace of innovation. Understanding that a vigorous paradigm shift is needed, the ESA Director General has published his vision with ESA Agenda 2025 : "Boosting commercialisation for a green and digital Europe" is among the five priorities along 3 lines of actions: Speed, Capital and Talent. As a consequence, a new ESA Department for Commercialisation has been set up with clear and bold objectives:

- To stimulate European entrepreneurship and provide a framework that enables and fosters commercial, private sector space activities, and the growth of new businesses;
- To establish partnerships with the private investor community to grow the volume and flow of investments of risk capital (e.g. venture funds, private equities, banks,...) to the European space industry;
- To set up innovative processes that favour and accelerate the commercial potential of European-developed products or equipment – including in export markets, as well as the inclusion of commercial products/services into ESA programmes;
- To stimulate the creation of new markets (e.g. in-orbit servicing, in-space edge

computing, etc.) by developing a commercialisation strategy for ambitious new ESA and industry-driven programmes, bringing together public and private investors as well as anchor customers.

### **Duties**

As part of the team and through your contribution to the Department for Commercialisation's activities and objectives, you will have the opportunity to develop your competences in domains such as:

- assessment of commercial potential of the industry proposal;
- performing business case analyses (including a market assessment study);
- development of partnership with investor communities;
- engagement with non-space industrial verticals;
- Department communication;
- coordination of commercial initiatives across the Agency.

### **Development programme**

In addition to your daily work, you will take part in an extensive learning and development programme. From day one, you will learn on the job and benefit from tailored development opportunities, including exposure to different business areas of ESA and participation in technical and key skills training courses.

On top of this, you will have additional training to build up specific skills and knowledge as well as all the support you need to pursue your career in ESA.

As part of this assignment and with a view to boosting your professional experience and knowledge of the European Space Agency and European space sector you will be offered the possibility to be seconded to a private capital fund or to have rotational assignments in other ESA departments working on commercialisation.

### **Technical competencies**

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

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

Experience in cooperating with European financial institutions and venture capital

Experience in assessing business/commercial proposals

Experience in an international setting and in close cooperation with partner organisations

### **Behavioural competencies**

Result Orientation

Operational Efficiency

Fostering Cooperation

Relationship Management

Continuous Improvement

Forward Thinking

### **Education**

A Master's-level degree in Business or Economics.

### **Additional requirements**

You should have between two and three years of professional experience, preferably in a relevant technical domain, after completion of your Master's degree.

Participation in one of ESA's entry-level programmes, i.e. Young Graduate Trainee, National Trainee, or Research Fellow Programmes, will be recognised as eligible experience.

## Specificities

The ESA Junior Professional Programme has a forward-looking perspective. Subject to confirmed good performance, both technically and behaviourally, it is the intention to offer you a permanent contract at the end of the three years. As such, this initiative represents a significant investment by ESA in your personal and professional development. The programme is designed to provide you with the required knowledge and skills in order to ensure an optimal match, and to allow you to fulfil your role as effectively as possible. You can expect to be given many opportunities to develop your professional experience and competencies, to learn from ESA experts and to contribute to ESA activities.

Recruitment will take place at the A1 grade. You can expect to be upgraded to A2 at the end of the fourth year, if you are offered a permanent position at the end of your Junior Professional assignment.

## 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.

**The closing date for applications is 6 January 2022.**

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 within 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](mailto: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 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.

\*Member States, Associate Members or Cooperating States.