

EUROPEAN SPACE AGENCY

Head of the Ground Systems Engineering and Innovation Department

Job Req ID: 14909

Closing Date: 08 March 2022

Publication: Internal & External

Vacancy Type: Permanent

Date Posted: 08 February 2002

ESA is an equal opportunity employer, committed to achieving diversity within the workforce and creating an inclusive working environment. We therefore welcome applications from a 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

ESOC, Darmstadt, Germany

Description

Head of the Ground Systems Engineering and Innovation Department in the Directorate of Operations.

Duties

Under the direct authority of the Director of Operations, the Head of the Ground Systems Engineering and Innovation Department is a member of the Directorate's Management Team and is jointly responsible for implementing the overall strategy of the Directorate and related change process. If selected for this post you will, in addition, be responsible for ground systems engineering and innovation activities required to support mission operations and implement innovation.

As Head of Department, you will define the Department's strategy and be responsible for developing, managing and evolving competences, technologies and services related to ground systems and infrastructure as well as technology evolution. You will also manage the resources delegated to the Department as well as industrial contracts and legal agreements with a focus on customer requirements.

In addition to establishing the Multi-Mission Infrastructure for ESOC Missions, you will be responsible for the execution of the Department's activities, which include:

- Mission Operations Data Systems
- Ground Station Engineering
- Flight Dynamics Services
- Navigation Support and Precise Orbit Determination
- Coordinating Ground Segment Standardisation
- Managing the Directorate's Software Licensing

Technical competencies

Demonstrated systems engineering competencies

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

Education

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

Additional requirements

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 and 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;
- an attitude to regular benchmarking to ensure a high degree of confidence in the products to be delivered;

In addition, previous experience of managing managers and multiple teams, as well as experience outside of your home country and in diverse functional areas 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.