

Copernicus Space Segment Programme Manager

Job Req ID: 14949

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Vacancy Type: Permanent

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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

ESTEC, Noordwijk, Netherlands

Description

Copernicus Space Segment Programme Manager in the Projects Department, Directorate of Earth Observation Programmes.

Duties

You will report to the Head of the Earth Observation Projects Department and will be responsible for execution of the space segment of the Copernicus Space Component Programme. You will liaise closely with the Copernicus Space Office, the Ground Segment Department, the Science, Applications and Climate Department and the Future Systems Department to ensure that a coherent and advanced system can be achieved.

The implementation of the space segment will be carried out by a number of Copernicus Sentinel Project teams whose Project Managers will report to you.

Duties will include:

- ensuring the completion of the Copernicus space segment, within schedule, specification and cost;
- optimising the coherence of the space segment with user requirements as expressed in the mission requirements established at the outset of the programme;
- optimising the costs of the space segment within the constraints set; optimising the coherence with the ground data segment;
- supporting the evolution of the Copernicus Space Segment beyond the in-orbit verification of the first models;
- in supporting the evolution of the programme, ensuring that its operational nature is reflected in the designs, in order to achieve robust, cost-efficient products with common interfaces with the ground segment.
- interfacing with a number of international and European partners (e.g. NASA, European Commission, Eumetsat) for the purpose of implementing projects in cooperation.

Technical competencies

Multi-disciplinary and comprehensive knowledge of and experience in satellite design, development, verification/testing, launch and in-orbit validation
Proven experience of managing space projects development
Knowledge of industrial costs and schedule aspects
Complex project risk management processes
Familiarity with procurement aspects
Knowledge of space mission operations and operations planning

Behavioural competencies

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

Education

A master's degree in engineering or a scientific discipline is required.

Additional requirements

You should have:

- Experience of working in a cross-functional team and of promoting innovation through a creative collaboration process;
- Strong problem-solving skills, with a pragmatic approach, to deal with day-to-day operational challenges;
- A strong results orientation with the ability to set priorities and present practical solutions, together with demonstrated planning and organisational skills;
- The ability to summarise complex information and good communication skills, both verbal and written;
- The ability to work effectively in an international team environment.

You should also 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 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; demonstrated excellent leadership, relationship management and communication skills, both oral and written;
- a proven track record of representing the Agency's interests to 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 with integrity as well as to support others (team members, upper management, other stakeholders) in this process.

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.

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.