

EUROPEAN SPACE AGENCY

Digital Expert

Job Req ID: 14906

Closing Date: 05 April 2022

Publication: Internal & External

Vacancy Type: Permanent

Date Posted: 08 March 2022

Vacancy in the Directorate of Internal Services.

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

ESTEC, Noordwijk, Netherlands

Description

This position is for an expert in digital transformation. Reporting to the ESA Chief Digital Officer, you will support the implementation of ESA's digital transformation projects in response to the transformation objectives defined in Agenda 2025. The post will also support the build-up of the ESA Space High Performance Computing capability and will require frequent visits to ESA HQ in Paris, France.

Duties

- Developing and evolving methods and metrics to measure the state of the Agency's transformation, as well as defining and creating the related KPI reporting.
- Continuous scouting and evaluation of new digital technologies to further develop and improve the Agency's value proposition. Spinning in opportunities from peer and partner organisations or from Member States and industrial sectors advanced in digital transformation.
- Growing HIF's and the Agency's digital capability and mindset, organising training and supporting change management in relation to digital topics in close collaboration with other HIF organisational units. Acting as a Digital Technology Ambassador, who promotes the use of digital technologies and practices.
- Leading selected digital transformation projects entrusted to HIF-T. Providing analysis support to process owners, establishing priorities for process digitalisation and driving process streamlining and continuous improvement in accordance with Agenda 2025 objectives.
- Supporting the coordination of digital transformation activities in relation to Member States, and collaboration with industry.

- Contributing to the build-up of an ESA Space High Performance Computing capability. Providing support to ESA and industrial/scientific user communities as HPC solution architect, leveraging ESA HPC services and technologies. Providing leadership on solutions and software integration for the use of ESA HPC services. Capturing and sharing best practice knowledge among the European and worldwide HPCs solution architect community.

Technical competencies

a solid knowledge of state-of-the-art digital technologies and opportunities offered by digital transformation to the Agency and the wider space sector;

a good understanding of the status of digital transformation across ESA;

expertise in process analysis and identification of digitalisation opportunities for streamlining, efficiency and effectiveness;.

an intimate understanding of the internal workings of computer systems and software and the ability to support users in building high-fidelity rapid prototypes (prototyping, getting feedback, improving);

a good knowledge of programming and backend/frontend/data architecture

knowledge of user interfaces and process optimisation techniques, business architecture and its connection with IT systems, as well as the Linux operating system and hands-on technical skills in computer programming for HPC.

Behavioural competencies

Result Orientation

Operational Efficiency

Fostering Cooperation

Relationship Management

Continuous Improvement

Forward Thinking

Education

Applicants for this post should have a Master's degree in a technical domain related to digital transformation.

Additional requirements

You should also have:

- proven communication skills;
- a strong result orientation with the ability to present practical solutions;
- working experience in the area of digital transformation in organisations other than ESA, ideally in peer or partner organisations in an institutional context;
- a high degree of motivation and dedication, acting proactively;
- excellent team skills and proven experience of collaboration with process owners;
- the ability to tackle complicated issues by evaluating information gathered and organising it in a meaningful manner;
- the ability both to collect feedback and find optimal technical and business process solutions for the end user and to learn and look at problems to support customer needs.

The following competency is considered an asset:

Experience in promoting and implementing digitalisation projects in peer or partner organisations e.g. EU institutions or within ESA Member States.

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 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 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.