

EUROPEAN SPACE AGENCY

CRISTAL System and Operations Manager

Job Req ID: 14966

Closing Date: 31 March 2022

Publication: Internal & External

Vacancy Type: Permanent

Date Posted: 03 March 2022

Vacancy in the Directorate of Earth Observation Programmes.

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

CRISTAL System and Operations Manager, Copernicus CRISTAL Project, Copernicus Space Components Space Segment Programme, Earth Observation Projects Department, Directorate of Earth Observation Programmes.

If selected for this post, you will report to the CRISTAL Project Manager for all technical, programmatic and financial matters and will work within the CRISTAL Project Team.

Duties

The principal tasks and responsibilities will include:

- consolidation, maintenance and implementation of the system and mission requirements;
- consolidation of the system definition (including space segment architecture and level-1 data processing, flight operations segment, payload data segment and other external elements) and associated mission analysis, ensuring compliance with space debris mitigation requirements;
- managing mission- and system-related industrial work to ensure the performance of all satellite functional chains is suitable for the mission;
- coordinating with other Project Team sections to ensure the consistency of requirements, designs, testing and performance levels with system-level needs;
- ensuring the definition of mission-specific elements is properly maintained, updated and validated in liaison with the Payload Data Ground Segment (PDGS) and Flight Operations Segment (FOS) coordinators and other relevant teams within ESA and with external partners;

- establishing a coherent Satellite System Validation Test (SSVT) programme for the purpose of combined satellite/ground segment operations verification and coordinating its implementation;
- monitoring, with Payload Manager support, the end-to-end data flow through the instruments, satellite systems and ground segment up to the final data products, ensuring availability of all required models and tools;
- organising, during the Commissioning phase, the resolution of in-orbit anomalies involving appropriate expert support;
- establishing, in cooperation with the FOS and PDGS, the Launch & Early Orbit Phase (LEOP) and the in-flight satellite commissioning and verification;
- coordination of relevant plans and reviews for the respective ground segment elements;
- coordinating, together with the Payload Manager, the PDGS and relevant parties, the instrument and level-1 product verification (Cal/Val activities) during the commissioning phase;
- maintaining, updating and controlling, from the satellite systems point of view, the interfaces to the ground segment elements involved in operating the satellite or processing the data provided;
- ensuring, with the Engineering & AIV Manager, suitable commonality between AIT & Operations procedures and databases;
- liaising, in combination with the Payload Manager, with the Mission Science Division for the maintenance and evolution of mission requirements;
- acting, as required, as the interface between the project and partner organisations (e.g. EUMETSAT/NASA) for the relevant Mission requirements/FOS&PDGS interfaces/data flow and data products;
- definition and implementation of ground tools supporting satellite commissioning activities;
- liaising closely with other project sections to ensure a consistent approach to satellite procurement, verification, launch and in-orbit operations preparations;
- provide regular reporting to the Project Manager on all aspects of the System, Operations and Ground Segment development, identifying risks and problem areas and proposing mitigation actions where appropriate;
- supporting the general project reporting tasks (monthly, QSR/QIR) and other Department-level support activities as required.

Technical competencies

Experience in mission, spacecraft and/or payload operations

Experience in satellite in-orbit commissioning and performance verification methodologies

Experience in the management and monitoring of industrial activities, including participation in reviews

Experience with definition and review of payload and spacecraft calibration programs

Knowledge and experience of ground segment, simulators and early operations

Capability to evaluate performance at mission level

Satellite systems and ground segment architecture

Behavioural competencies

Result Orientation

Operational Efficiency

Fostering Cooperation

Relationship Management

Continuous Improvement
Forward Thinking

Education

Master's degree in relevant scientific/engineering field, together with a good knowledge of satellite operations and space-to-ground interfaces is required.

Additional requirements

In performing these duties, the System and Operations Manager will lead a section of engineers and will liaise closely with the other sections of the project and with other relevant Copernicus entities.

The post holder will be supported by a team of engineers shared among the Copernicus Space Component and by specialized engineering support from the Directorate of Technical and Quality Management.

In addition, the post holder should have:

- the potential to manage individuals or a team in a project.
- the ability to organise their activities and to ensure a motivating work environment
- strong leadership capabilities, with proven relationship management and communication skills
- the ability to drive their team's performance, developing their 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
- a 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.

Other information

For behavioural competencies expected from ESA staff in general, please refer to the [ESA Competency Framework](#).

For further information please visit: [Professionals](#), [What we offer](#) and [FAQ](#)

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 conducted by an external background screening service.

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.