EUROPEAN SPACE AGENCY

CopEx Spacecraft and AIV Engineer

Job Req ID: 15002
Closing Date: 04 May 2022
Publication: Internal & External
Vacancy Type: Permanent
Date Posted: 19 April 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
This recruitment concerns the Satellite Engineering and AIV Engineers for the following Copernicus missions:

1. 1 position for CIMR (Copernicus Imaging Microwave Radiometer)
2. 1 position shared between CHIME (Copernicus HyperSpectral Imaging Mission for the Environment) and ROSE-L (Copernicus Radar Observing System for Europe L-band), which are based on the same "Common" Spacecraft Platform
3. 1 position shared between CRISTAL (Copernicus polaR Ice and Snow Topographic ALtimeter) and LSTM (Land Surface Temperature Monitoring), which are based on the same "Common" Spacecraft Platform.

All the above missions are in phase B2.

The holders of these posts will report to the respective Satellite Engineering and AIV Managers regarding all technical and programmatic matters. The assignment covers the activities related to phases B2/C/D/E1 for prototype and recurrent satellites, including storage where applicable. The four Satellite Engineering and AIV Engineers are being recruited as part of a single recruitment process, where the candidates will be asked to specify a) preference and b) exclusions vis-à-vis any of these positions.

Duties
The incumbents will be technically responsible for the Spacecraft Engineering (including classical engineering disciplines) and AIV/AIT definition and implementation. The post-holder's responsibility includes the proactive monitoring of the Platform Industrial procurement within the Project(s) - the Instruments procurement being under the responsibility of the Payload Section.

The post-holders will work in close cooperation with the respective Project Team members, coordinate technical supports, and support the System and Payload Managers with respect to

technical and programmatic aspects under their responsibility.
The post-holders will work in coordination with the Satellite Engineers of the other missions for the common items.

The main tasks and responsibilities include:

- Bearing technical responsibility for the Spacecraft Engineering (including classical engineering disciplines) and AIV/AIT and for the procurement of the Platform;
- Consolidating and maintaining Spacecraft requirements, ensuring their consistent definition and flow-down to system, subsystem and equipment levels, in full coherence with the system requirements and operational interfaces;
- Monitoring industrial activities related to procurement of the Spacecraft and associated Ground Support Equipment, ensuring suitable planning and progress of work and full compliance with technical and programmatic requirements;
- Supervising the Spacecraft definition process, ensuring that a robust Spacecraft architecture and design are established, consistently and cost-effectively;
- Consolidating and maintaining the satellite internal/external interfaces and engineering technical budgets;
- Ensuring the correct definition and controlling the suitable implementation of the development, AIV and AIT processes of satellite(s), platform(s), subsystems and units;
- Ensuring the correct definition of all interfaces between launcher and satellite with the launcher authority;
- Supporting the launch campaign preparation activities and launch campaign execution;
- Supporting the preparation of the in-orbit operations until end of commissioning;
- Working with other project members and coordinating the technical specialists to ensure timely and consistent support through the Spacecraft definition, procurement and verification phases;
- Providing regular reporting and support to the Spacecraft Engineering and AIV Manager on all the relevant aspects of spacecraft design, development, procurement and scheduling;
- Identifying risks and potential problem areas, proposing mitigation actions where appropriate;
- Ensuring the coordination between Copernicus Expansion missions where applicable.

Technical competencies
Multidisciplinary knowledge of area of responsibility
Project phase C/D experience in Spacecraft design, development and verification/testing
Experience in project environment working on procurement and monitoring of industrial activities
Experience of managing technical interfaces between subsystems both within ESA project team environment and for the industrial consortium
Complex project schedule and risk management processes
Knowledge of ESA and Industrial procurement processes and standards for space system development, verification and PA

Behavioural competencies
Result Orientation
Operational Efficiency
Fostering Cooperation
Relationship Management
Continuous Learning
Forward Thinking

Education

A Master’s degree in a relevant engineering discipline is required.

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.