

# EUROPEAN SPACE AGENCY

## System Engineer

**Job Req ID:** 15162

**Closing Date:** 29 April 2022

**Publication:** Internal & External

**Vacancy Type:** Permanent

**Date Posted:** 01 April 2022

Vacancy in the Directorate of Technology, Engineering and Quality.

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

System Engineer in the Projects Office, Systems Department, Directorate of Technology, Engineering and Quality.

The Projects Office is responsible for the project management and system engineering of small satellite and cubesat missions implemented within the Directorate, technological research (R&D) in the area and providing functional support to ESA projects.

### Duties

You will report to one of the Heads of Unit and within the technical areas described above, your main tasks and responsibilities will include:

- managing and participating in the System team for the Unit's projects (small satellites or cubesats) through all phases;
- providing expert technical support and consultancy to ESA small satellite and cubesat projects and programmes throughout all project phases;
- participating in feasibility studies, project reviews and evaluations of proposals;
- contributing to the definition of technology development requirements and work plans for the Agency's Technology Programmes;
- initiating and managing R&D activities covering long- and short-term needs in small satellites and cubesats;
- monitoring applicable scientific and technological trends in small satellites and cubesats and technologies, and maintaining state-of-the-art expertise.

Duties may also include supporting other activities within your field of competence.

### Technical competencies

General background and experience in the technical domains covered by the position

Spacecraft systems knowledge

Hands-on hardware experience

Understanding of related technologies, R&D trends and familiarity with the industrial landscape

Experience in managing and monitoring industrial activities, participation in reviews

Space project experience, if possible, on small satellites and/or cubesats

### **Behavioural competencies**

Result Orientation

Operational Efficiency

Fostering Cooperation

Relationship Management

Continuous Improvement

Forward Thinking

### **Education**

A Master's degree in aerospace engineering or a major scientific discipline is required.

### **Additional requirements**

- Experience in space projects, including a background in spacecraft system or subsystem design, engineering and verification aspects.
- Knowledge of small spacecraft and technology demonstration projects and industrial experience.
- Knowledge of and hands-on experience in the design, development and verification of a satellite's subsystems.

### **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](mailto:contact.human.resources@esa.int).

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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.