

## Junior Professional in Ground Segment Engineering, Cloud and AI Solutions

**Job Req ID:** 14252

**Closing Date:** 18 July 2022

**Publication:** Internal & External

**Vacancy Type:** Junior Professional

**Date Posted:** 20 June 2022

Vacancy in the Directorate of Telecommunications and Integrated Applications

ESA is an equal opportunity employer, committed to achieving diversity within the workforce and creating an inclusive working environment. For this purpose, we 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 part of ESA's Junior Professional Programme. We are looking for enthusiastic candidates with a Master's degree and 2-3 years' experience to join ESA for an initial three-year period. During this time, you will actively work and learn on the job and will benefit from interesting development opportunities in order to prepare for a permanent position at ESA at the end of your Junior Professional assignment.

The selection process for the first cohort of Junior Professionals will take place during Spring 2022, successful candidates are expected to start work during the period June-October 2022.

This post is for an initial limited duration of three years and is classified A1 on the Coordinated Organisations' salary scale.

### **Location**

ESTEC, Noordwijk, Netherlands.

You may be required to relocate temporarily to other ESA establishments or another location in order to carry out developmental assignments.

### **Description**

As a Junior professional in Ground Segment engineering, reporting to the Head of the Ground Segment Section in the Technologies and Products Division, you will work in an exciting international environment involving both Large and Newspace companies which develop disruptive satellite based telecommunication solutions. You will explore and support the ground segment and end-to-end system technology and product development activities for different satellite communication applications (e.g. broadband, mobile, Internet of Things). You will have the opportunity of pioneering new networking solutions with adoption of AI and cloud edge processing in the satellite communication applications (e.g. resource and interference management, autonomous operations, infrastructure optimization and increased data processing).

### **Duties**

- Initiating, monitoring and controlling, in collaboration with other ESA Departments, activities related to Ground Segment and end-to-end system technology and product development for satellite communications which are funded by the ARTES Programme elements (i.e. ARTES Core Competitiveness and Strategic Programme Lines);

- Supporting activities of other ARTES Programme Elements and the creation/implementation of partnership projects;
- Reporting regularly on the progress, status, schedule and outcome of ARTES activities, including realistic forecasting of milestone-completion dates;
- Identifying and defining ground segment and end-to-end system product and technology needs;
- Supporting the promotion of ARTES CC and ARTES socio-economic impact analysis;
- Coordinating expert technical support provided by other ESA organisational units (e.g. Directorate of Operations, Directorate of Technology, Engineering and Quality) as required to ensure effective initiation and management of activities.

### **Development programme**

In addition to your daily work, you will take part in an extensive learning and development programme. From day one, you will learn on the job and benefit from tailored development opportunities, including exposure to different business areas of ESA and participation in technical and key skills training courses.

On top of this, you will have additional training to build up specific skills and knowledge as well as all the support you need to pursue your career in ESA.

As part of this assignment, taking your profile into account and with a view to boosting your professional experience and knowledge of the European Space Agency, you will be offered rotational assignments within and outside your initial organisational unit, for instance with the directorates requiring Ground Segment knowledge or with the Directorate requiring Commercialisation knowledge.

### **Technical competencies**

Knowledge and experience of satcom ground segment and end-to-end system architectures, products design and market  
 Knowledge of Artificial Intelligence, cloud, virtualization and networking solutions applicable to satcom systems

### **Behavioural competencies**

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

### **Education**

A Master's degree in Telecommunications Engineering is required for this post.

### **Additional requirements**

You should have between two and three years of professional experience, preferably in a relevant technical domain, after completion of your Master's degree.

Participation in one of ESA 's entry-level programmes, i.e. Young Graduate Trainee, National Trainee, or Research Fellow Programmes, will be recognised as eligible experience.

### **Specificities**

The ESA Junior Professional Programme has a forward-looking perspective. Subject to confirmed good performance, both technically and behaviourally, it is the intention to offer you a permanent contract at the end of the three years. As such, this initiative represents a significant investment by ESA in your personal and professional development. The

programme is designed to provide you with the required knowledge and skills in order to ensure an optimal match, and to allow you to fulfil your role as effectively as possible. You can expect to be given many opportunities to develop your professional experience and competencies, to learn from ESA experts and to contribute to ESA activities.

Recruitment will take place at the A1 grade. You can expect to be upgraded to A2 at the end of the fourth year, if you are offered a permanent position at the end of your Junior Professional assignment.

### **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 within 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).

---

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 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.

\*Member States, Associate Members or Cooperating States.