

EUROPEAN SPACE AGENCY

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. Applications from women are encouraged.

POST Head of the Product Assurance and Safety Department in the [Directorate of Technology, Engineering and Quality](#).

This post is classified A6 on the Coordinated Organisations' salary scale.

LOCATION ESTEC, Noordwijk (Netherlands).

DUTIES Under the direct authority of the Director of Technology, Engineering and Quality, part of the Technology and Operations Area, the Head of the Product Assurance and Safety Department is a member of the Directorate's management team and participates in the decision-making process for all major activities covered by the Directorate.

The Department also exercises an independent assurance function, with the corporate authority to request corrective actions in order to resolve identified quality problems and to communicate to ESA's senior management serious concerns that could jeopardise the success of ESA projects and research activities. To this end, the Head of the Department has direct access to the ESA Director General in case of a major issue.

The postholder will actively work to ensure the well-being and motivation of the Department's workforce, encouraging the flow of information and proactively coordinating with the Directorate's other departments.

In addition, the incumbent will take an active role in fostering the development and training of the workforce, with a view to maintaining the Agency's high level of competence in the Department's technical disciplines.

The postholder is responsible, in coordination with the Directorate's other department heads and together with a team of Division Heads, for the management of activities, technical facilities and laboratories, as well as for maintaining excellence in the technical competences of the Department. Duties include:

- establishing and implementing ESA policies, requirements and standards with respect to technical quality;
- supervising the correct implementation of the Agency's flight safety rules and policies with respect to planetary protection and nuclear and space debris safety, including re-entry safety;
- providing the required expertise and support services to ongoing and future ESA programmes and projects, to the ESA support directorates and to European industry in the Product Assurance (PA) and Safety disciplines, applied to all elements of space systems (ground and on-board), including hardware, software and humans;
- ensuring PA and quality for technology development;
- taking an active role in interacting with Projects through technical reviews, procurement activities, in-orbit performance reviews, development of lessons learned and engineering standards.

The above activities will be carried out across the PA and Safety disciplines which comprise PA management, technical risk management, dependability, safety, quality assurance, EEE components, parts materials and processes assurance, with support from the other TEC Departments' engineering, expertise and laboratories.

The postholder will also be required to liaise with the Inspector General regarding specific investigations, and with other ESA Directorates to support their needs and strategy, and to interact with external entities (Member State delegations, industry, academia, international partners) in order to promote and develop ESA activities.

QUALIFICATIONS

Applicants for this post should have a Master's degree or equivalent qualification in a relevant engineering discipline, together with solid and proven experience in the management of space activities in a multi-project environment. Prior experience in the domain of PA/QA is also required.

Excellent communication, relationship, ambassadorship and leadership skills, coupled with knowledge of the internal operations of the Agency or a similar organisation, are required. A demonstrated ability to synthesise technical and programmatic information is an essential pre-requisite.

Candidates should have a proven track record in driving team performance, fostering cooperation across teams and stakeholders and in developing and motivating people.

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, together with a working knowledge of the other. Knowledge of another Member State language would be an asset.

CLOSING DATE

The closing date for applications is **7 March 2017**.

Applications from external candidates should preferably be made [online](#) from the ESA website (www.esa.int/careers). Those unable to apply online should submit their CV to Human Resources, ESA, 8-10 rue Mario-Nikis, 75738 Paris, Cedex 15 (France).

ESA staff members wishing to apply should fill in the [Internal Application Form](#) and email it to [Apply2HQ](#).

Please note that applicants may be required to undergo aptitude testing, including recognised psychometric testing as well as problem-solving and decision-making exercises.

If you require support with your application due to a disability, please 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.

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.