

Careers at the European Space Agency - Be a Star in ESA's Universe - Switzerland, Zürich, 8 November 2018

Torsten Bieler – Head of Learning & Development Service, ESA/ESTEC

Agenda

About ESA

Possibilities / Opportunities

More Info

History of ESA



ESRO
European Space
Research
Organisation



ELDO
European Launcher
Development
Organisation



Formed in 1975

**11 founding member
states**

signed the original Convention:
France, Germany, Italy, United
Kingdom, Belgium, Denmark,
Netherlands, Spain, Ireland,
Sweden, Switzerland



The Space of ESA



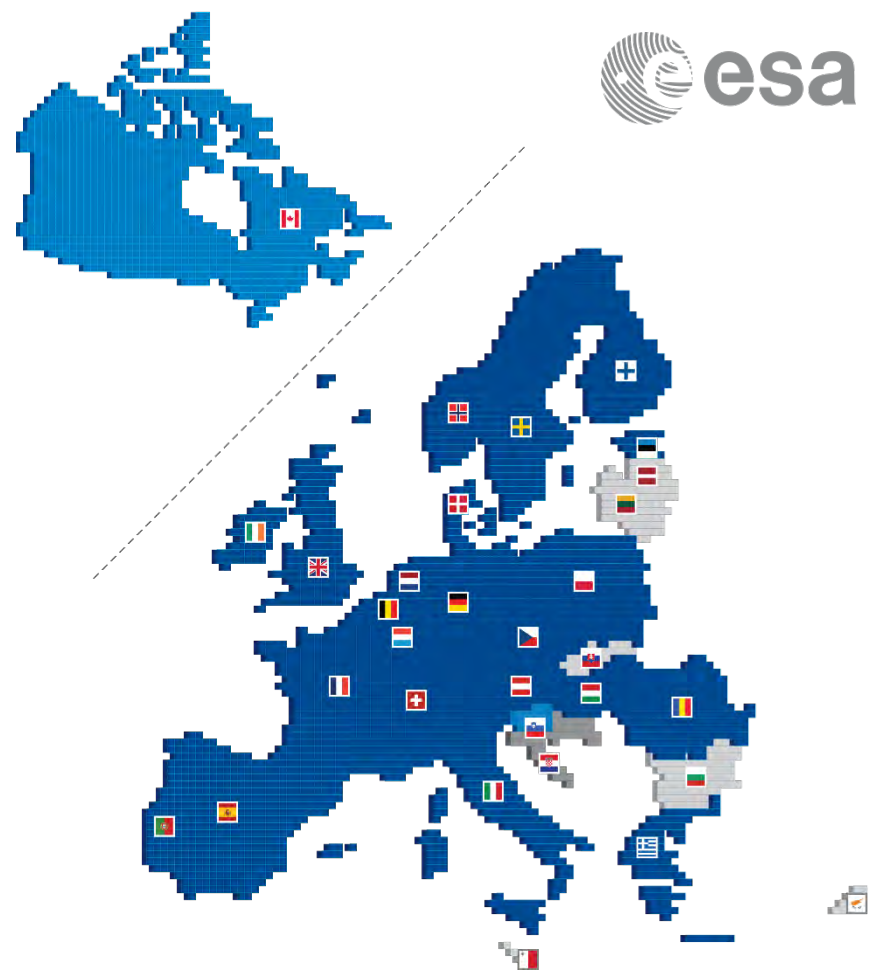
22 Member States:

20 states of the EU (AT, BE, CZ, DE, DK, EE, ES, FI, FR, IT, GR, HU, IE, LU, NL, PT, PL, RO, SE, UK) plus Norway and Switzerland.

Seven other EU states have **Cooperation Agreements** with ESA: Bulgaria, Cyprus, Latvia, Lithuania, Malta and Slovakia. Ongoing discussions. with Croatia

Slovenia is an **Associate Member**

Canada takes part in some programmes under a long-standing **Cooperation Agreement**.



The Space of ESA



≈2300 staff

73%



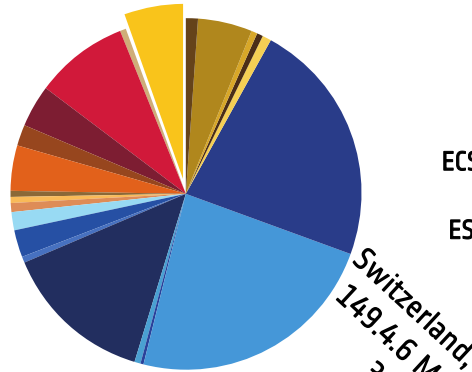
27%

incl.

≈140(!) Young Graduate Trainees

≈50 Research Fellows

+ ca 800 contractors



ECSAT (Harwell)

ESA HQ (Paris)

ESAC (Madrid)

ESEC (Redu)

ESRIN (Rome)

ESTEC (Noordwijk)

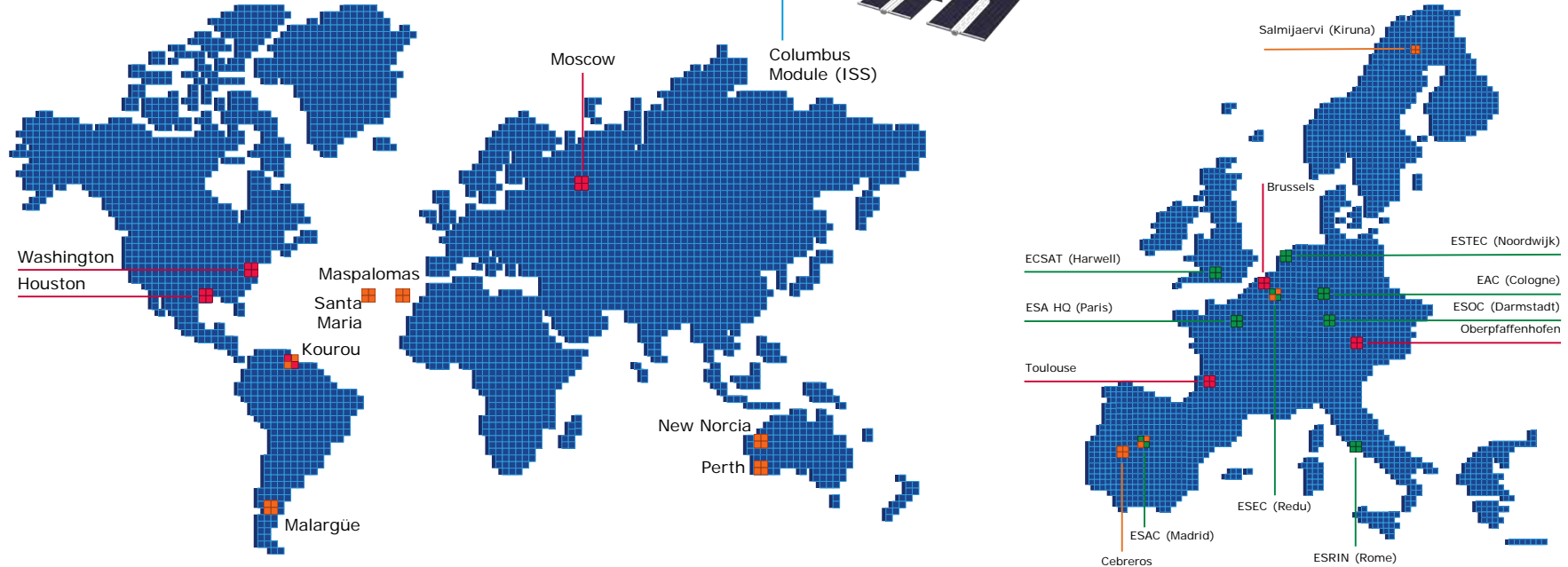
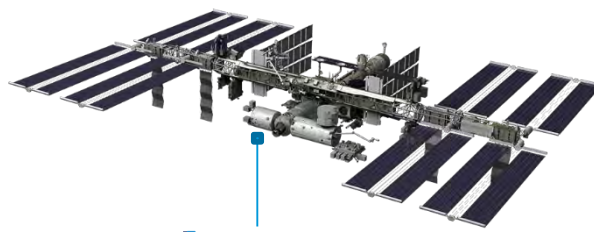
EAC (Cologne)

ESOC (Darmstadt)

- >50 years of experience
- >80 spacecraft designed, tested and operated in flight
- 22 Member States
- Eight sites/facilities in Europe
- 5.6 billion Euro budget (2018)



ESA Locations



- ESA sites
- Offices
- ESA Ground Station
- ESA Ground Station + Offices
- ESA sites + ESA Ground Station



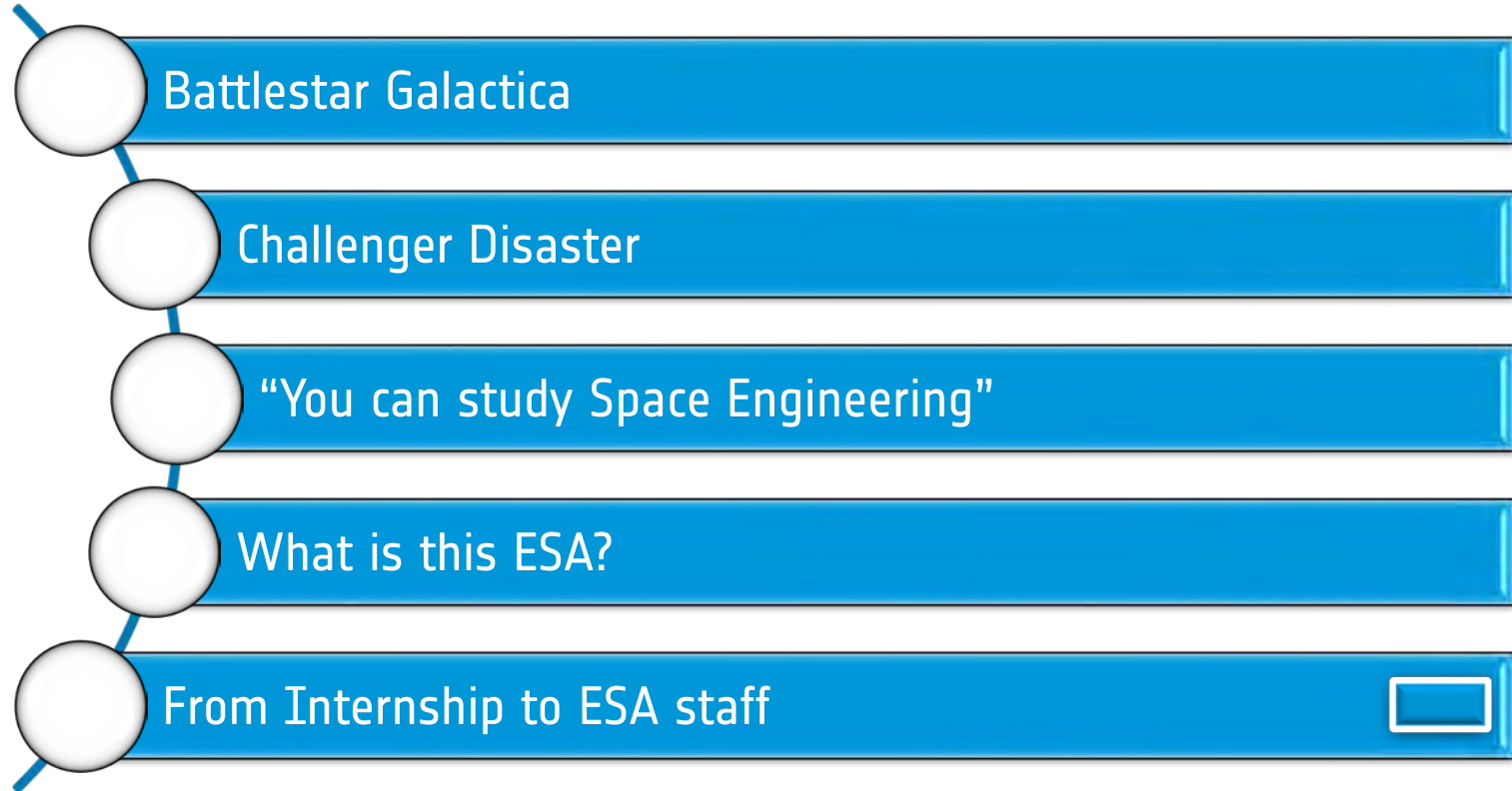
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The way to ESA – A *random* example



What we can offer...
(apart from astronauts)



...to become a star in ESA's universe

What do we offer?



Inspiring work

Intellectually stimulating

Team-oriented/international

Social/sports clubs

Competitive conditions



ESA Astronauts – app. 10,000 applicants in 2008



Andreas Mogensen
(Danish) ↓

Alexander Gerst
(German) ↓

Timothy
Peake
(British) →



← Luca
Parmitano
(Italian)



↑ Matthias
Maurer
(German)

→ Samantha
Cristoforetti
(Italian)

← Thomas
Pesquet
(French)



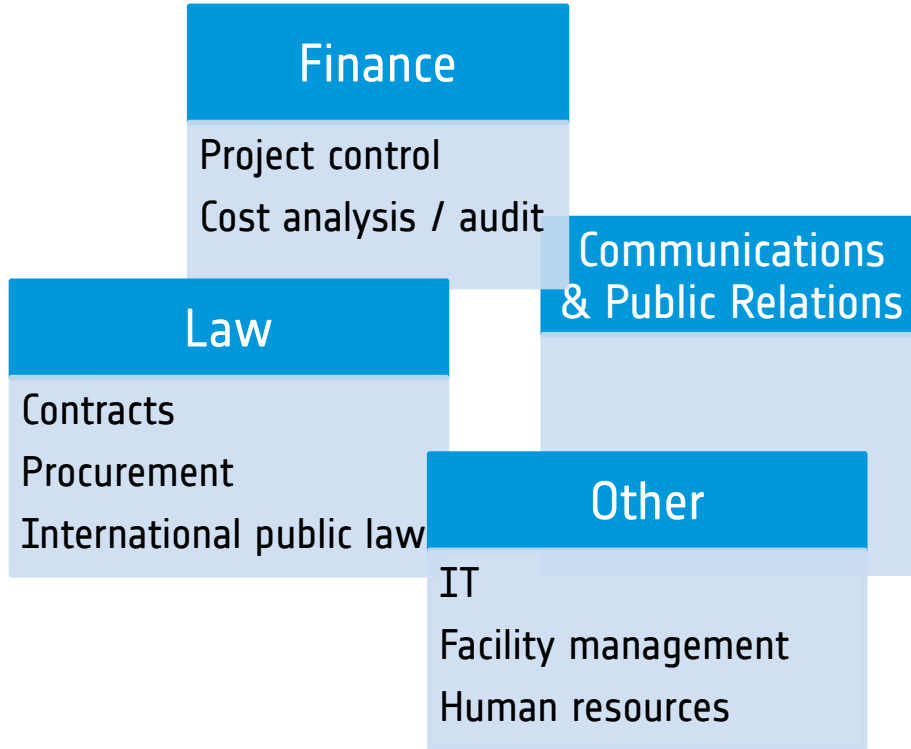
Technical & Scientific Disciplines



Discipline Location	ESTEC Netherlands	ESOC Germany	ESRIN Italy	ESAC Spain	ECSAT UK
Applied mathematics	✓	✓			
Earth observation & environmental science (geophysics, meteorology, climatology)	✓		✓		✓
Electrical engineering	✓	✓			
Ground segment systems & operations		✓	✓	✓	
Life & materials sciences, materials & processes engineering	✓				
Mechanical engineering	✓				
Product/quality assurance & safety	✓	✓	✓	✓	
Planetary & space science (astronomy, astrophysics, solar & heliospheric physics)	✓			✓	
Software Engineering	✓	✓	✓	✓	
Systems Engineering	✓				
Telecom & integrated applications	✓				✓



Non-technical disciplines at ESA



Learning & Development



□ key to ensure that competencies/skills remain aligned with ESA's vision

□ help staff move forward in their career

300+/- training courses on offer

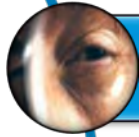


- Business Efficiency and Personal Development
- ESA Environment
- Leadership and People Management
- Technical and Project Management

What are we looking for?



Masters or PhD level



Professional curiosity & expertise



Passion for space



Language skills/multi-cultural aptitude



Industrial experience



Traineeship Programmes @ ESA



-  Young Graduate Trainees
-  National Trainees Programmes
-  Research Fellowship Programme
-  Students Placements
-  Network/Partnering Initiative





Recent Masters Degree graduates, with limited professional experience



Preparation for a job in Europe's space industry and research institute



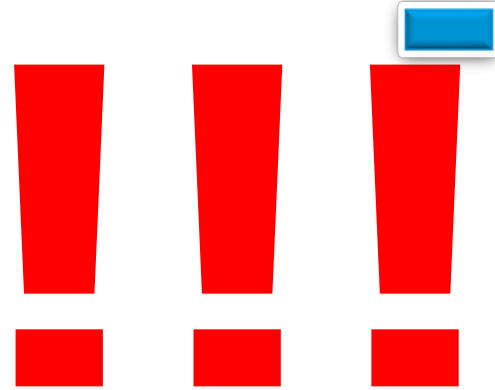
Rich personal and professional experience of living and working in another country in a **diverse and international environment**



1 year, with possibility for 1 additional year

Trainee Opportunities

- Advertised mid-November on the ESA web site
- Interviews February/March
- Start date between May/Sept



140+ traineeships in
2018(!) –
all establishments

2016:
3000 applications,
27% female

34% women
recruited – Gender
policy for women in
technical and
scientific roles

YGT secondment to Industry

Follows the
ESA
traineeship

1 year
secondment in
European Space
Sector

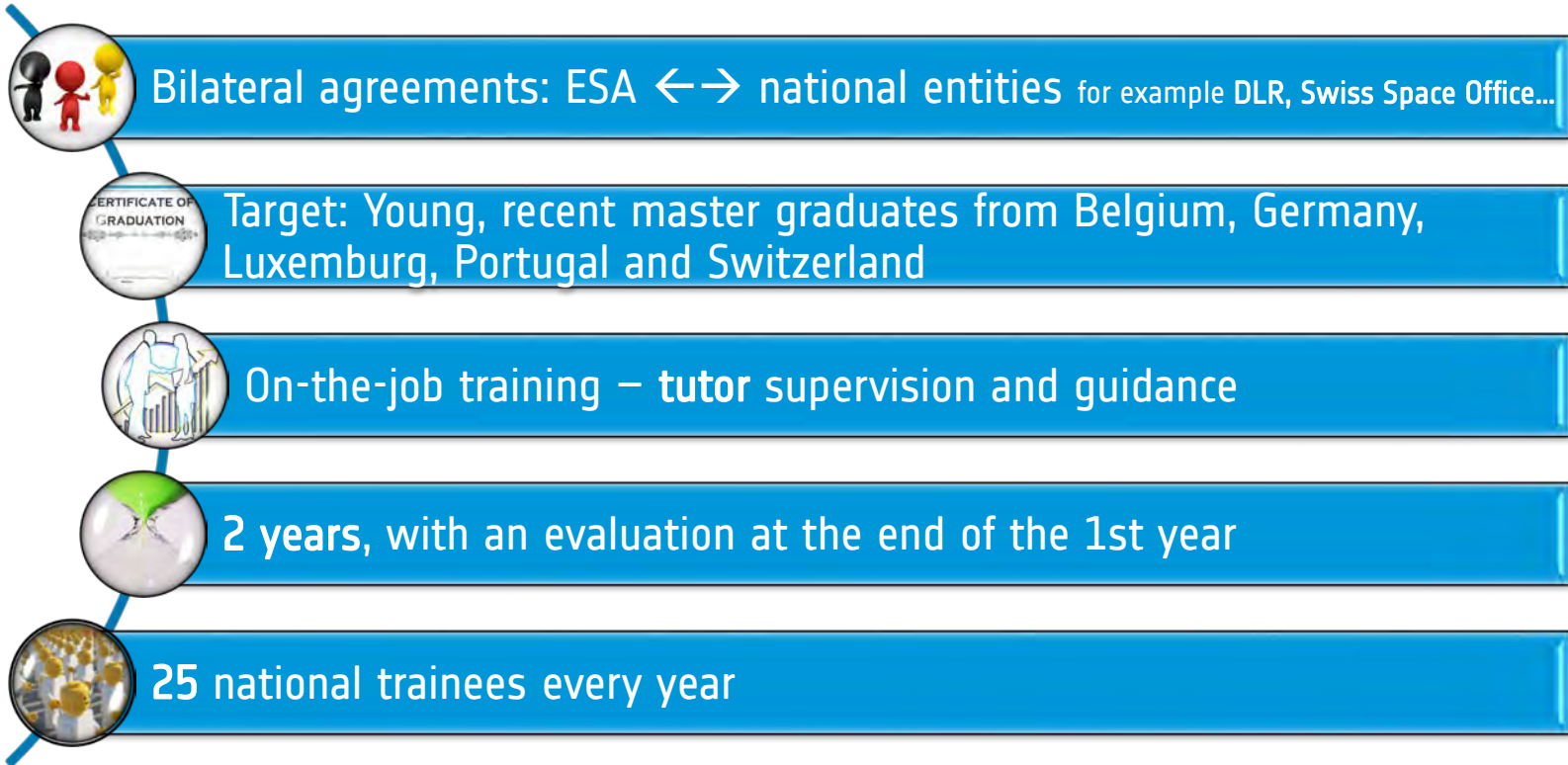
Better
investment of
our best young
talents

Who: YGTs
who excel in
performance

Assignment
agreed
between ESA
and hosting
company

We are
looking to
expand the
scheme –
develop more
co-operations
with space
companies

National Trainee Programmes



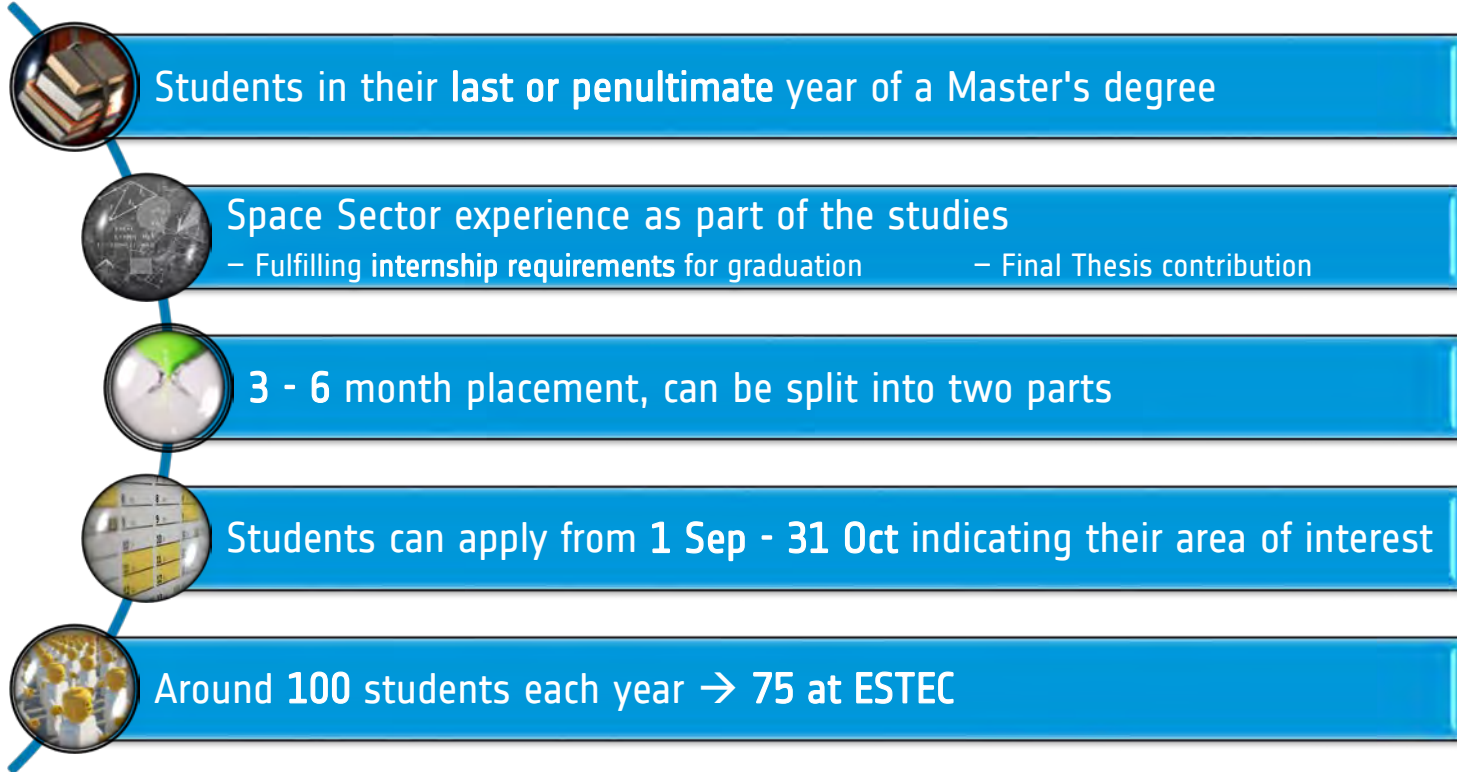
Research Fellowship Programme



-  Recently attained **doctorate (PhD)** in a relevant field
-  Carry out advanced research related to space science, space applications and space technology
-  **2 year contract** – can exceptionally be extended for a third year
-  Approximately **50 Research Fellows** every year








Students Placements (Intern)

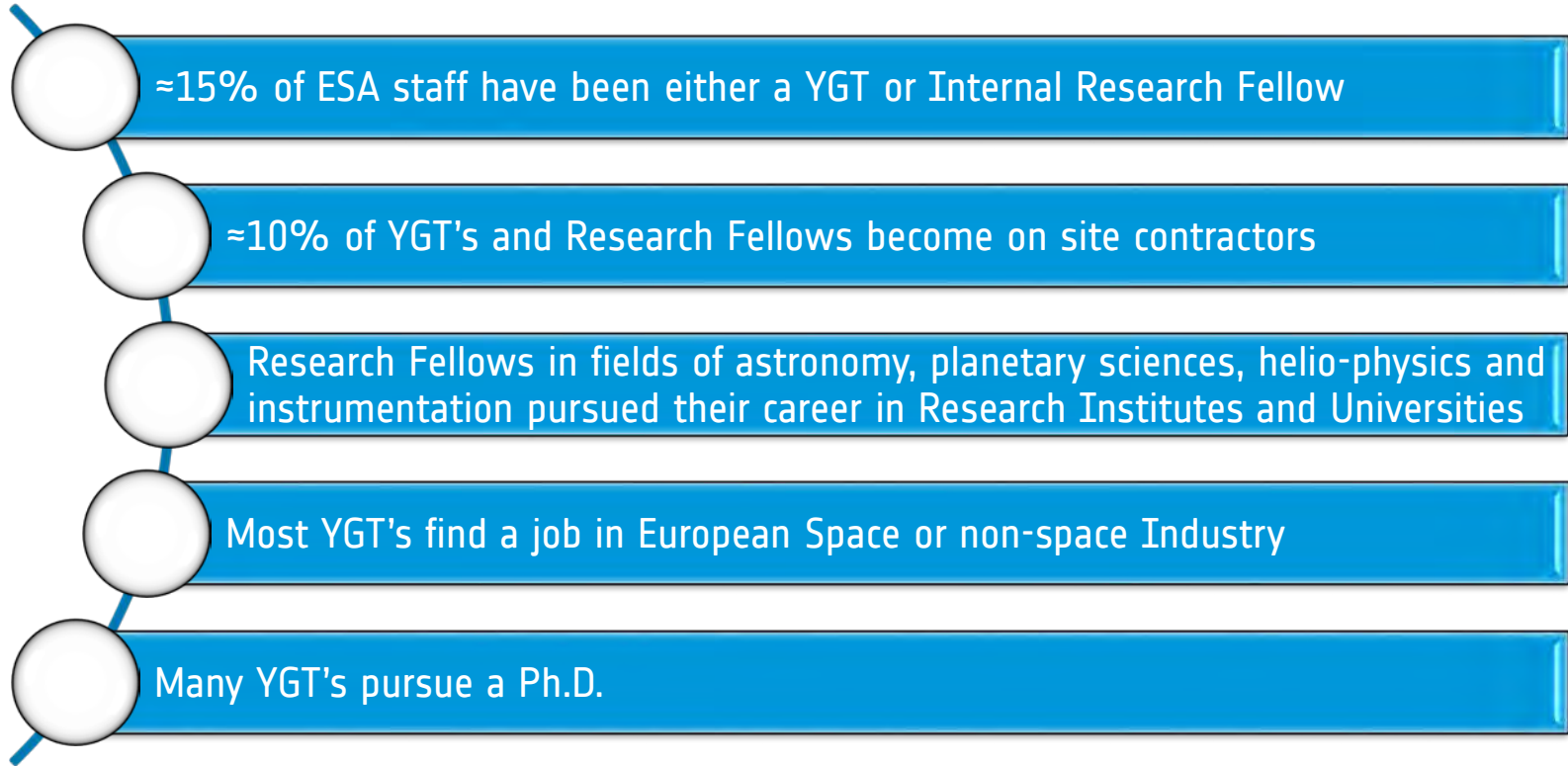


Network/Partnering Initiative (NPI)



-  Co-funding of research projects up to 50% or max. €30K/year for doctorate degree investigations
-  Access to the ESA laboratories & facilities - for 6 - 12 months
-  Technical support – collaboration with ESA experts to discuss proposal concepts and verify potential for space applications
-  Networking – can search for industrial partners for further cooperation and to build 'innovation networks' through ESA links
-  Selection of proposals takes place twice a year

After an ESA Traineeship...



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ESA Career Web Page

STUDENT OPPORTUNITIES

PEOPLE OF ESA

Post Docs: Research Fellowship

PhD students:

Network/Partnering Initiative

Graduates: Young Graduate Trainees

Graduates: National Trainees

Student Internships

ESA CAREERS AT ESA

ESA > About Us > Careers at ESA

Search jobs

LATEST NEWS

Head of Projects Department job vacancy
All ESA space missions have two indispensable ingredients in common: high-level engineering know-how and solid project management.

Media internships at the European Astronaut Centre

+ MY WORK: GAIA MISSION
Teresa Antoja holds a PhD in Physics and works as Research Fellow on the GAIA Mission.

Vacancies

JOIN US

The Careers at ESA page is designed to give our potential future colleagues an introduction to the opportunities and entry points to working at ESA, and a walkthrough of what the daily life at ESA is like. Vacancies are continuously updated, and we also encourage you to subscribe to the vacancies. [read more](#)

STUDENT OPPORTUNITIES

WORKING AT ESA

PEOPLE OF ESA

Post Docs: Research Fellowship

PhD students:

Network/Partnering Initiative

Graduates: Young Graduate Trainees

Graduates: National Trainees

Student Internships

Recruitment Process
Recruitment Policy
Expertise and Development
Salary and Hours
Social Security and Pensions

Mission Science
Science Operations
Operations Engineering
Expert Engineering
Project Engineering
Business and Administration Services

ESA Establishments

ESA Careers Brochure

How to become an astronaut

Student projects

Newcomers

Frequently asked questions

SPACE IN IMAGES

SPACE IN VIDEOS



HR Marketing in Social Media - Facebook



Visit ESA Facebook
ESA – European Space
Agency

ESA - European Space Agency
Published by Carl Walker [?] · March 3 at 9:55pm · €

Next week, on Monday we'll be at UCL, Louvain-la-Neuve, Belgium (09.00-17.00), then on Thursday at ETH Zürich, Switzerland (10.00-17.00). Join our engineers on the ESA stand to talk about their experience and your entry options. See if we're at an event near you...
http://www.esa.int/Abo.../Careers_at_ESA/Spring_job_fairs_2017



Spring job fairs 2017
ESA INT

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ESA - European Space Agency Check our web site... loads there already... <https://www.cosmos.esa.int/web/esdc>
Like Reply · 1 · Commented on by Carl Walker [?] · March 3 at 10:46pm · Edited
View more replies

Bitsfire love the post

ESA - European Space Agency
Published by Carl Walker [?] · 1 hr · €

Hello Belgium! Today we are in Louvain-la-Neuve for Journées de l'Industrie, and at 15.00 we're doing a presentation. Come along and talk to us! Check out if ESA is coming to an event near you on http://www.esa.int/Abo.../Careers_at_ESA/Spring_job_fairs_2017



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65 Chronological

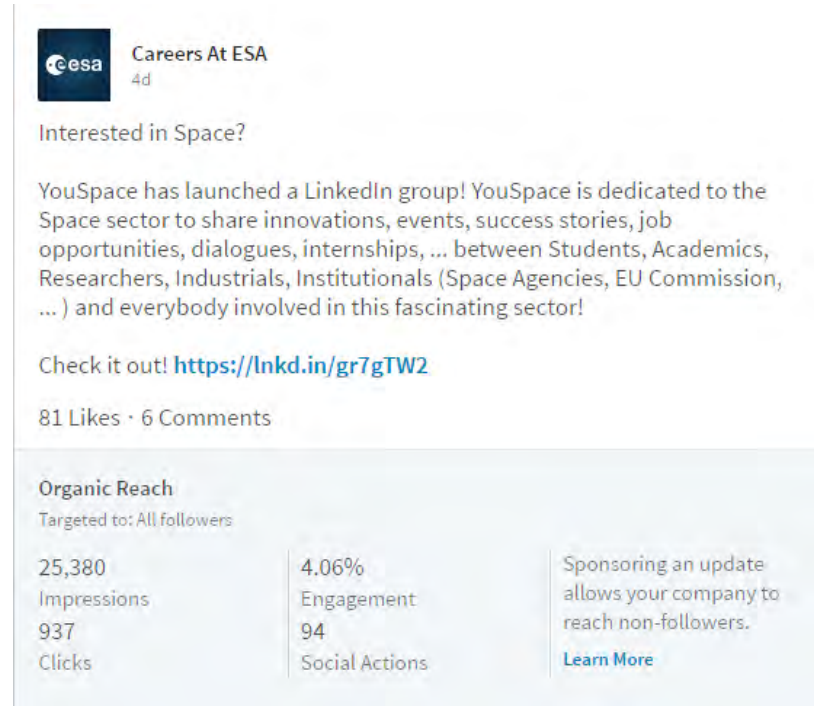
2 shares 1 Comment

Betty Troisne d'Argent 🙌👍
Like Reply Message · 37 mins

Wibba comment



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Careers At ESA



Careers At ESA
4d

Interested in Space?

YouSpace has launched a LinkedIn group! YouSpace is dedicated to the Space sector to share innovations, events, success stories, job opportunities, dialogues, internships, ... between Students, Academics, Researchers, Industrials, Institutionals (Space Agencies, EU Commission, ...) and everybody involved in this fascinating sector!

Check it out! <https://lnkd.in/gr7gTW2>

81 Likes · 6 Comments

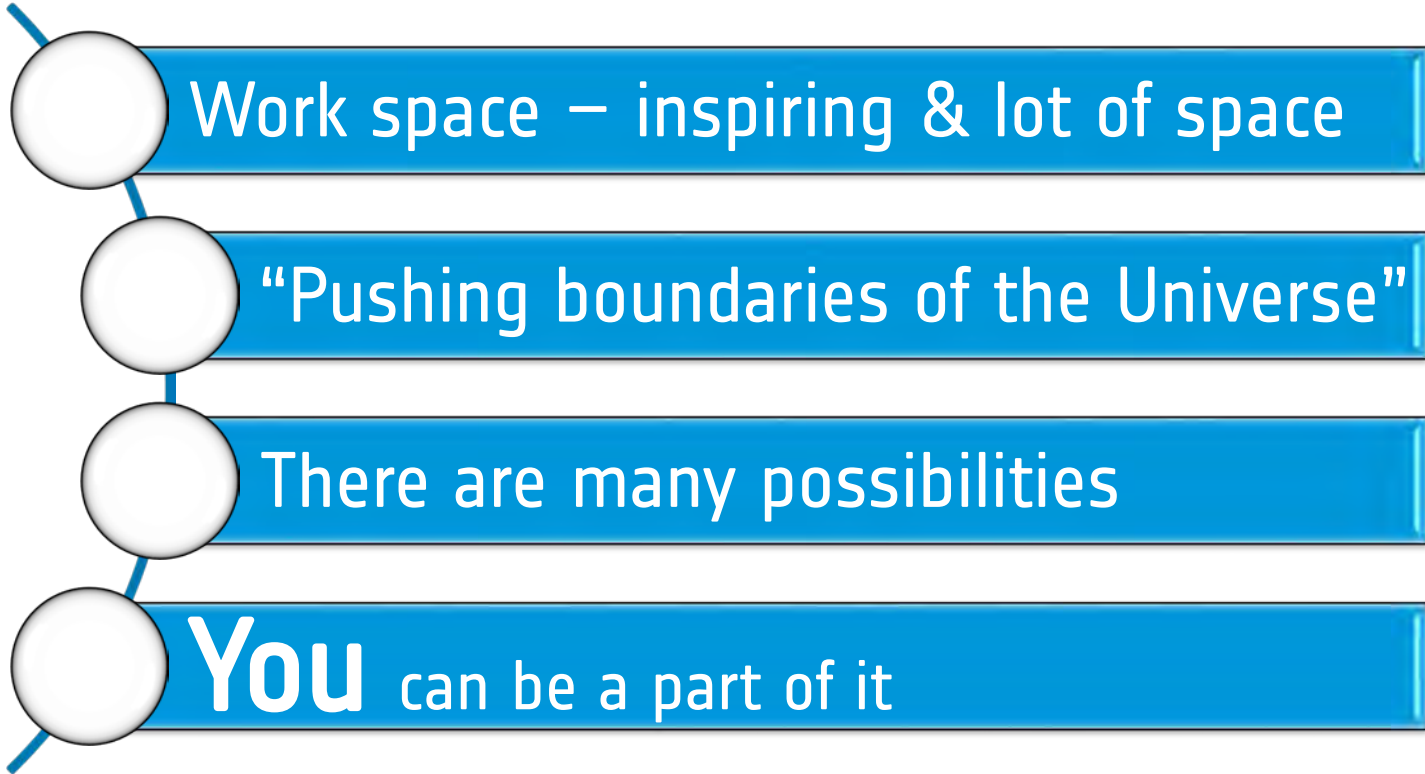
Organic Reach
Targeted to: All followers

25,380 Impressions	4,06% Engagement	Sponsoring an update allows your company to reach non-followers. Learn More
937 Clicks	94 Social Actions	

Questions???



Be a Star in ESA's Universe



Thank you for your attention



More information:

HR-Marketing@esa.int

