The European Space Agency
Employment Opportunities

Dr. Frank C. Danesy
Head of the Human Resources Division
ESOC
Academic Disciplines, Deployment and Careers
Concentrations of Technical and Scientific Disciplines

<table>
<thead>
<tr>
<th>Location / Discipline</th>
<th>ESTEC (Noordwijk, NL)</th>
<th>ESOC (Darmstadt, D)</th>
<th>ESRIN (Frascati, I)</th>
<th>ESAC (Villafranca, E)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>●</td>
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<tr>
<td>Astronomy / Astrophysics</td>
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<tr>
<td>Communications Engineering</td>
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<tr>
<td>Electrical Engineering</td>
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<tr>
<td>Mathematics</td>
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<tr>
<td>Mechanical Engineering</td>
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<tr>
<td>Physics</td>
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<tr>
<td>Product Assurance Engineering</td>
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<tr>
<td>Software Engineering</td>
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What ESA offers and expects
The ESA Environment

- Space program involvement
- Intellectually stimulating work
- Team-oriented environment
- Personal responsibility
- International and national communities
- Active social, sports and cultural programs
- Family support services
# Monthly Basic Salaries

## Take-home Pay

<table>
<thead>
<tr>
<th>Level/Grade</th>
<th>Monthly basic salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced professional (A2)</td>
<td>approx. €4660/month</td>
</tr>
<tr>
<td>Seasoned professional (A3)</td>
<td>approx. €5750/month</td>
</tr>
<tr>
<td>Expert/Team Leader/Section Head (A4)</td>
<td>approx. €6680/month</td>
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<tr>
<td>Division Head (A5)</td>
<td>approx. €7740/month</td>
</tr>
<tr>
<td>Department Head (A6)</td>
<td>approx. €9150/month</td>
</tr>
</tbody>
</table>
Some other tangibles

• Young Graduates and Research Fellows
  – Payment of interview travel costs
  – Take-up duty travel costs
  – Installation allowance (>100 km)

• Permanent Employment
  – Payment of interview travel costs
  – Take-up duty travel costs
  – Installation allowance (>100 km)
  – Payment of removal costs (both ways)
  – Home leave (time and travel costs)
What does ESA expect in exchange?

- Solid professional background
- Team spirit
- Results orientation
- Problem solving skills
- Professional dedication
- Interpersonal skills
- Communication skills
- Language skills
First Contacts with ESA

- Internships
- Young Graduate Trainee Program
- Postdoctoral Research Fellowship Program
ESA Homepage

www.esa.int
Questions and Answers
Supplemental Material
Typical Career Development at ESA

Time

Technical Scope
Competency Model

Cognition
- Continuous learning
- Systems and strategic thinking
- Innovation and creativity
- Problem-solving

Corporate identity
- Integrity
- Ambassadorship
- Self-motivation and discipline
- Cross-cultural sensitivity

Relations
- Communication
- Lead and motivate others
- Relationship management
- Teamwork

Actions
- Results orientation
- Planning and organisation
- Customer focus
- Responsible risk taking and decision making