Careers at the European Space Agency

Be a Star in ESA's Universe

Fiona Walsh – Human Resources Advisor - Science Directorate
ESA Quick Facts & Figures

- Over 50 years of experience
- 22 Member States
- 8 sites/facilities in Europe, about 2300 staff
- 5.75 billion Euro budget (2017)
- Over 80 satellites designed, tested and operated in flight
ESA Locations

- Washington
- Houston
- Kourou
- Maspalomas
- Santa Maria
- New Norcia
- Perth
- Moscow
- Malargüe
- Salmijaervi (Kiruna)
- ESRIN (Rome)
- Brussels
- Toulouse
- Paris
- Madrid
- Harwell
- Darmstadt
- Cologne
- Noordwijk
- Oberpfaffenhofen
- Redu
- Cebreros
- Malargüe

Legend:
- ESA sites
- Offices
- ESA Ground Station
- ESA sites + ESA Ground Station

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Torsten Bieler | ESTEC | 27/10/2017 | Slide 4
Activities

Nearly all areas of space activity

Scientific Programme and Basic Activities are Mandatory Programmes

All Member States contribute according to GNP

All other programmes are Optional
ESA budget for 2017: 5.75 B€

**ESA Activities and Programmes**

- CH: 3.8%, 145.1 M€
- SE: 1.9%, 72.3 M€
- ES: 4.0%, 151.2 M€
- RO: 0.8%, 30.0 M€
- PT: 0.5%, 17.0 M€
- PL: 0.9%, 34.6 M€
- NO: 1.7%, 63.5 M€
- NL: 1.9%, 72.0 M€
- LU: 0.6%, 22.3 M€
- IT: 14.6%, 550.0 M€
- IE: 0.5%, 17.8 M€
- HU: 0.2%, 6.2 M€
- GR: 0.4%, 14.6 M€
- FR: 22.7%, 855.9 M€

**Programmes implemented for other institutional partners**

- UK: 7.9%, 300.0 M€
- CA: 0.3%, 13.1 M€
- SL: 0.1%, 3.4 M€
- Other: 5.6%, 209.8 M€
- AT: 1.2%, 47.1 M€
- BE: 5.5%, 206.0 M€
- CZ: 0.9%, 32.7 M€
- DK: 0.8%, 30.5 M€
- EE: 0.1%, 2.5 M€
- FI: 0.5%, 19.4 M€
- DE: 22.7%, 858.4 M€

**Income from EU:**
86.1%, 1697.9 M€

**Income from Eumetsat:**
9.3%, 182.7 M€

**Other income:**
4.6%, 90.7 M€

**Total:**

- 3.78 B€
- 1.97 B€

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*ESA budget for 2017: 5.75 B€*
Workforce including YGTs & RFs

2,289 staff from 22 Member States and Canada

73% Women, 27% Men

129(!) Young Graduate Trainees (YGTs)

52 Research Fellows (RF)

ca 720(+) Contractors
About ESA
Possibilities / Opportunities / Chances
More Info
What we can offer...
(apart from astronauts)

...to become a star in ESA’s universe
ESA Astronauts – app. 10,000 applicants in 2008

Andreas Mogensen (Danish)

Alexander Gerst (German)

Timothy Peake (British)

Samantha Cristoforetti (Italian)

Luca Parmitano (Italian)

Thomas Pesquet (French)

Andreas Mogensen (Danish)

Alexander Gerst (German)

Timothy Peake (British)

Samantha Cristoforetti (Italian)

Luca Parmitano (Italian)

Thomas Pesquet (French)

Matthias Maurer (German)
# Technical & Scientific Disciplines

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Location</th>
<th>ESTEC</th>
<th>ESOC</th>
<th>ESRIN</th>
<th>ESAC</th>
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<td>Ground segment systems &amp; operations</td>
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<td>Life &amp; materials sciences, materials &amp; processes engineering</td>
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<tr>
<td>Telecom &amp; integrated applications</td>
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Non-technical disciplines at ESA

Finance
- Project Control
- Cost Analysis / Audit

Law
- Contracts
- Procurement
- International Public Law

Communications & Public Relations

Other
- IT
- Facility Management
- Human Resources
What are we looking for?

- Masters or PhD level
- Professional curiosity & expertise
- Passion for space
- Language skills/multi-cultural aptitude
- Industrial experience
What do we offer?

- Intellectually stimulating
- Team-oriented/international
- Extensive social/sports clubs
- Competitive conditions
Learning & Development

- ensure that competencies/skills remain aligned with ESA’s vision
- help staff move forward in their career

200+/- training courses
Traineeship Programmes @ ESA

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

More information: [http://www.esa.int/About_Us/Careers_at_ESA](http://www.esa.int/About_Us/Careers_at_ESA)
Young Graduate Trainees (YGT) (1/2)

Recent **Masters Degree** graduates, with limited professional experience

Preparation for a job in Europe’s space industry/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 Careers web site
- Interviews February/March
- Start date between May/Sept

113 traineeships in 2017(!) – 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

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

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

Better investment of our best young talents
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 – exceptionally extended for a 3rd year

50 every year
Students Placements (Intern)

- Students in their last or penultimate year of a Master's degree
- Space Sector experience as part of the studies
  - Fulfilling internship requirements for graduation
  - Final Thesis contribution
- 3 - 6 month placement, can be split into 2 parts
- Apply 1 Sep - 31 Oct indicating area of interest
- 100 each year → 75 at ESTEC

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Network/Partnering Initiative

- Co-funding of research projects up to 50% or max. €30K/year for doctorate degree investigations
- Access to the ESA laboratories & facilities - 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...

15% of ESA staff have been either a YGT or Internal Research Fellow

10% of YGT’s and Research Fellows become on site contractors

Research Fellows often pursue career in Research Institutes & Universities

Most YGT’s find a job in European Space or non-space Industry

Many YGT’s pursue a Ph.D.
Agenda

- About ESA
- Possibilities / Opportunities / Chances
- More Info
ESA Career Web Page

STUDENT OPPORTUNITIES
Post Docs: Research Fellowship
PhD students: Network/Partnering Initiative
Graduates: Young Graduate Trainees
Graduates: National Trainees
Student Internships

STAFF

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.

LATEST NEWS
- ESA Young Graduate Trainees share their experiences in videos
- To kick off our application period for new Young Graduate Trainee (YGT) opportunities, ESA YGTs shared their experience until the application deadline.
- Apply now for new Young Graduate Trainee opportunities
- New Young Graduate Trainee (YGT) opportunities at ESA have been published and will be open from 23 November to 17 December 2017.
- Autumn job fairs 2017:
- The list of job fairs in the autumn of 2017 in which ESA will participate with representative engineers, scientists and representatives.

Vacancies
- ESA Competency Framework
- ESA Career Structure
- How to become an intern
- Private sector projects
- Frequently Asked Questions
Useful Links

ESA and ESA Careers
http://www.esa.int/
http://www.esa.int/About_Us/Welcome_to_ESA
http://www.esa.int/About_Us/Careers_at_ESA/Vacancies
http://www.esa.int/About_Us/Careers_at_ESA/Postdoctoral_Research_Fellowship_Programme
http://www.esa.int/About_Us/Careers_at_ESA/Young_Graduate_Trainees
http://www.esa.int/About_Us/Careers_at_ESA/Student_internships

Multimedia
Looking_for_Bright_Minds
ESTEC: ESA's Space Research and Technology Centre
Social Media - Facebook

Visit ESA Facebook

ESA - European Space Agency
Social Media - LinkedIn

Visit ESA LinkedIn
Careers At ESA
Questions???
Thank you for your attention