



Head of Engineering Department

Vacancy details

Type of contract	Temporary Agent	Reference number	EUSPA/2025/AD/012
Grade/Function group	AD11	Place of employment¹	Prague / Czech Republic
Deadline for applications	02.12.2025 11:59 AM (GMT+2)		
Contract duration (Y)	5	Possibility of renewal²	yes
Desired start date	As soon as possible	Possible reserve list valid until	31.12.2026
Organisational department	Engineering	Reporting to³	Chief Operating Officer
Level of security clearance⁴	SECRET UE / EU SECRET		

[1] The place of employment is subject to changes in the interest of the service and always under due consideration of the Staff Member's interests. **[2]** Possibility of renewal for a fixed period and a further renewal for an indefinite period on the conditions set out in the Staff Regulations and in the Conditions of Employment for Other Servants **[3]** The organisational department and the hierarchical reporting line may change in line with the developments of the EUSPA and department's organisation. **[4]** The successful candidate shall be able and willing to apply for a personnel security clearance at the level defined above immediately after the contract signature or at a later stage. The procedure for obtaining a personnel security clearance shall be initiated on request of the employer only, and not by the individual candidate. Description of the EU classified information levels is available [here](#).

1. EUSPA AND THE HIRING DEPARTMENT

The European Union Agency for the Space Programme (EUSPA) provides safe, secure, and innovative satellite navigation and communication services for Europe. We advance the commercialisation of Galileo, the European Geostationary Navigation Overlay Service (EGNOS), and Copernicus data and services, while engaging in secure SATCOM (GOVSATCOM & IRIS²), and operating the Space Surveillance and Tracking (SST) Front-Desk. Our work strengthens European autonomy in space technologies, fosters innovation, and supports critical sectors such as transport, agriculture, and economic development across the EU. For more information on the EUSPA and the EU Space Programme, [click here](#).

At EUSPA, we aim for our workforce to be representative of European society and strongly welcome applications from all qualified candidates. We actively seek to create a workplace where each staff member feels valued and respected, can give their best and can develop to their full potential. We believe that diversity drives excellence, and we are committed to creating an inclusive environment where everyone can thrive and contribute to our shared mission.

To promote diversity and establish a geographically balanced pool of candidates, we strongly encourage applicants from Member States which are underrepresented in the Agency workforce to apply. These Member States are currently Austria, Croatia, Cyprus, Denmark, Estonia, Finland, Germany, Hungary, Ireland, Latvia, Lithuania, Luxembourg, Poland, Slovenia and Sweden. Recruitment will however remain strictly based on the merits of all applicants and no advantage will be given and no positions will be reserved for nationals of any specific Member State.

The current vacancy offers the opportunity to lead the Engineering department which ensures the Agency's technical leadership on all matters related to EU Space system infrastructure, service, and security engineering, and acts as the Engineering Centre of Competence. The department is responsible for ensuring the robustness and security of the systems in operations, for developing the infrastructure of the EUSPA service facilities, for providing the operations and service requirements to new system developments, and for engineering new services and their receivers that ensure the wide usage of EU Space data. Beyond the internal interfaces, the department interfaces with the European Commission, the European Space Agency, and with the industry in charge of the evolution of the systems in operation and of the service facilities.

The staff of the Engineering Department are located in several sites and offices (Prague/Czech Republic, Saint-Germain-en-Laye/France, Toulouse/France, Noordwijk/the Netherlands, and Torrejon de Ardoz/Spain). This position requires permanent relocation to the place of employment, Prague.

Depending on service needs and on the upcoming regulatory framework for the next Multiannual Financial Perspective, the organisation of the Agency may evolve, and with it the scope of the position.

2. TASKS AND RESPONSIBILITIES

The Head of the Engineering Department is a member of the Executive team and ensures the managerial and technical leadership on all matters related to engineering for the benefit of all activities of the Agency. The job holder will report directly to the Chief Operating Officer and will have the following main tasks and responsibilities:

- Lead, mentor and grow the high-performing engineering team in all locations, promoting excellence, team work, ownership and responsibility within the team and across the Agency. The team currently comprises approximately 45 highly skilled engineering experts supported by external consultancy;
- Ensure coherency and drive continuous improvement of engineering methodologies and best practices through all activities under the responsibility of EUSPA for all relevant components of the EU Space Programme (navigation, secured telecommunication, earth observation and space traffic management);
- Foster a cohesive and high-performing engineering culture by constantly developing state-of-the-art expertise and know-how necessary for the Agency to fulfil its mission;
- Manage resources and provide the means for the department's staff to deliver technical activities to the programme departments (Galileo, EGNOS, Secured Communications, IRIS², Space Surveillance and Tracking, Copernicus and Earth Observation Governmental Services, Launch services, Market Downstream and Innovation) and to Security Operations and Monitoring;
- Define and execute the technical vision, strategy, policies, processes and procedures at department-level to ensure the Agency's objectives and operational needs are met;
- Ensure close collaboration with other departments and stakeholders to align the technical goals with the overall Agency vision;
- Liaise with Administration, to ensure the seamless execution of related corporate tasks, such as planning, reporting, administration, financial and budget management, risk management;
- Represent the Agency with external stakeholders for engineering-related matters, and maintain strong relationships with internal and external stakeholders.

3. ELIGIBILITY CRITERIA

We welcome applications from all candidates who meet the following eligibility criteria, on the closing date for application:

1. Have a level of education which corresponds to completed university studies⁵ attested by a diploma when the normal period of university education is four years or more
OR
A level of education which corresponds to completed university studies attested by a diploma and at least one year of appropriate professional experience when the normal period of university education is three years
2. In addition to the above, appropriate professional experience⁶ of at least **fifteen years** after obtaining the required diploma
3. Be a national of a Member State of the European Union, Iceland or Norway
4. Be entitled to their full rights as a citizen
5. Have fulfilled any obligations imposed by the applicable laws concerning military service
6. Meet the character requirements for the duties involved⁷
7. Have a thorough knowledge (minimum C1 level) of one of the languages of the European Union⁸ and a satisfactory knowledge (minimum B2 level) of another language of the European Union⁸
8. Be physically fit to perform the duties linked to the post⁹

Temporary agents (2f) from EUSPA and other EU agencies are invited to apply in accordance with the following EUSPA rules:

https://www.euspa.europa.eu/sites/default/files/conditions_of_employment_of_temporary_staff_ta.pdf. The grade bracket applicable for internal and inter-agency mobility is AD11 – AD12.

[5] Only study titles that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. Qualifications/diplomas awarded in the United Kingdom until 31/12/2020 are accepted without further recognition. For diplomas awarded in the United Kingdom after this date (from 01/01/2021), a NARIC recognition is required: <https://www.enic-naric.net/>.

[6] Only appropriate professional experience acquired after achieving the minimum qualification stated in point.1 shall be considered. Where additional periods of training and study are accompanied by periods of professional activity, only the latter shall be considered as professional experience. Compulsory military service or equivalent civilian service accomplished after achieving the minimum qualification stated in point.1 shall be taken into consideration. Internships will be taken into consideration, if they are paid. Professional activities pursued part-time shall be calculated pro rata, on the basis of the percentage of full-time hours worked. A given period may be counted only once.

[7] Prior to the appointment, the successful candidate will be asked to provide a Police certificate confirming the absence of any criminal record.

[8] The languages of the EU are: Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, German, Greek, Hungarian, Irish, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovene, Spanish, Swedish. The level shall be determined according to the Common European Framework of Reference for Languages.

[9] Before a successful candidate can be appointed, they will be medically examined by a selected medical service so that the Agency will be satisfied that they fulfil the requirement of Article 28(e) of the Staff Regulation of Officials of the European Union.

4. SELECTION CRITERIA

All eligible applications that meet the criteria outlined above will be fairly and objectively assessed against the selection criteria based solely on the information candidates provide in their applications. The Selection Board responsible for this selection will determine the criteria to be assessed in the various phases of the selection

procedure (assessment of the application forms, interview and written test) prior to being granted access to the names of the applicants.

The selection is based on a comparative assessment of eligible candidates against all the selection criteria. Even candidates who do not excel in every single criterion may still be successful in the overall assessment and are therefore encouraged to apply.

When completing the online application, please clearly highlight your relevant skills and experiences that demonstrate how your profile aligns with the requirements below.

Professional experience and expertise

1. Proven experience in building, mentoring and managing multidisciplinary technical teams;
2. Experience in technical project management with a result-oriented approach;
3. Experience in the development, deployment and operations of complex large-scale systems;
4. Experience in financial, procurement and contract management;
5. Knowledge of the institutional framework and functioning of the European Union;
6. Excellent command of both written and spoken English;

Required competencies

7. Motivation for the post;
8. Effective communication;
9. Ability to negotiate;
10. Collaborative leadership and ability to empower others;
11. Strategic thinking and planning, including ability to handle pressure in demanding situations.

We warmly encourage candidates from all backgrounds, experiences, and identities to apply. Your unique perspective and talents are valued and essential to our success.

5. SELECTION PROCEDURE

The current vacancy aims to fill 1 (one) post and establish a reserve list. The established reserve list may be used for another current or future site of the Agency.

A detailed description of the selection process is available [here](#).

The interview and written test are currently scheduled for February/March 2026; however the date may be adjusted based on the availability of the Selection Board members.

In addition, candidates proposed to be placed on the reserve list will be invited to an assessment centre, run by external consultants, prior to the interview with the Appointing Authority.

To ensure a fair and transparent process for all candidates, direct or indirect contact with Selection Board members is not permitted. Any breach of this rule will result in disqualification from the selection procedure. Any questions regarding the selection procedure should be addressed only to: jobs@euspa.europa.eu.

In addition, candidates having any personal relationship within the EUSPA shall declare such situation to jobs@euspa.europa.eu.

6. APPLICATION PROCEDURE

To apply for this position, candidates need to create an account and register through the EUSPA e-recruitment tool.

Please note that only applications submitted via the e-recruitment tool will be accepted. Applications sent by email or post cannot be considered.

To ensure fairness, submitting multiple applications for the same position using different accounts will result in exclusion from the selection procedure.

Important: The information you provide in your online application is the sole basis for assessing your eligibility and matching your profile to the selection criteria. We encourage you to carefully review the requirements and provide detailed, clear information — especially regarding your education and professional experience. Include exact dates, descriptions of your responsibilities, and duties performed to help us understand your qualifications and experience fully. It is your responsibility to complete the application accurately and thoroughly, avoiding any unclear information or typographical errors.

To facilitate the selection process, please complete all sections of the application in English.

Applications must be received by the closing date specified in the vacancy notice to be considered. We recommend submitting your application well before the deadline to avoid any technical issues, as the Agency cannot be held responsible for last-minute problems with the e-recruitment tool, especially during periods of high traffic.

If you require technical support, please send your request to jobs@euspa.europa.eu at least two working days before the application deadline. Requests received later may not be addressed in time.

For detailed instructions on completing your application, please consult the e-recruitment guideline.

If you have any questions about the selection procedure, feel free to contact us at jobs@euspa.europa.eu. We are here to support you throughout the process.

7. APPEAL PROCEDURE

If a candidate considers that they have been adversely affected by a particular decision, they can lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Union and Conditions of employment of other servants of the European Union; submit a judicial appeal under Article 270 of the Treaty on the Functioning of the EU (ex Art. 236 of the EC Treaty) and Article 91 of the Staff Regulations of Officials of the European Union; or make a complaint to the European Ombudsman.

Details on how to initiate these processes are available [here](#).

8. SUMMARY OF CONDITIONS OF EMPLOYMENT

FINANCIAL ENTITLEMENTS

The remuneration includes a basic monthly salary¹⁰ along with any applicable additional allowances¹¹ as well as reimbursements¹² for eligible expenses upon submission of evidence.

The total of your basic salary and any allowances is adjusted according to a correction coefficient based on the location of the post¹³. The sum of standard social security deductions from salary at source is subtracted from the weighted amount¹⁴. Please note that while the full pay is exempt from national income tax, it is subject to internal income tax and a solidarity levy as per applicable regulations¹⁵.

We ensure transparency and fairness in our compensation, supporting all employees equitably (zero pay gap).

Examples of net monthly salaries (as currently applicable in the Czech Republic) are presented below:

AD 11 - Step 1 (less than 18 years of work experience after the relevant diploma)¹⁶		
a) Minimum final net salary including managerial allowance	b) Final net salary with expatriation and managerial allowance	c) Final net salary with expatriation, managerial, household and 1 dependent child allowance
8,184.64 EUR	10,102.61 EUR	11,560.57 EUR

AD 11 - Step 2 (18 or more years of work experience after the relevant diploma)¹⁶		
a) Minimum final net salary including managerial allowance	b) Final net salary with expatriation and managerial allowance	c) Final net salary with expatriation, managerial, household and 1 dependent child allowance
8,428.86 EUR	10,427.42 EUR	11,922.41 EUR

WORKING CONDITIONS AND BENEFITS

Discover our comprehensive welfare package designed to support your well-being and career growth. It includes generous leave entitlements, social security benefits, and professional development opportunities—all thoughtfully designed to help you maintain a healthy work-life balance. Learn more about how we invest in our people here.

INTERNAL AND INTERAGENCY MOBILITY

Please note that in case the selected candidate can benefit from the internal or interagency mobility, a contract of employment will be concluded in accordance with the applicable EUSPA rules.

[10] As per Articles 92 and 93 CEOS.

[11] **Household allowance** (e.g. if you have a dependent child or you are married and your spouse's income is below a defined threshold); **Dependent child allowance** (e.g. if you have a child under the age of 18 or between 18 and 26, if in specified training programme); **Education allowances** (in very specific cases) or **Payment of the education fees** applicable to the educational institutions EUSPA has an agreement with (currently more than 18 international schools in the Czech Republic and Spain, and European Schools in France and in the Netherlands); **Expatriation allowance** (16% of the sum of basic salary and other applicable allowances); **Managerial allowance** is granted upon completion of the 9 months probationary management period.

[12] If the staff member is requested to change the residence in order to take up duties, they will be entitled to: reimbursement of the travel costs; temporary daily subsistence allowance (EUR 53.17 for up to 10 months, with dependents; or EUR 42.89 for up to 120 days, if no dependents); installation allowance (depending on the personal situation, 1 or 2 months of the basic salary – paid upon successful completion of the nine-month probationary period).

[13] Currently correction coefficients for the EUSPA duty locations are: 91,8% for CZ, 114,2% for FR, 111,4% for NL, 92,3% for ES. The coefficient is updated every year, with retroactive effect from 1 July.

[14] Pension (12.10%); health insurance (1.70%); accident cover (0.10%); unemployment insurance (0.51%).

[15] Currently: income tax: tax levied progressively at a rate of between 8% and 45% of the taxable portion of the salary; solidarity levy: 6%.

[16] Kindly note that the numbers in examples b) and c) are indicative and net monthly remuneration varies depending on the personal, life and social situation of the incumbent. **The various components of the remuneration are updated every year, with retroactive effect from 1 July.**

9. COMMITMENT

Commitment to Serving the Public Interest with Integrity

All jobholders will be asked to affirm their commitment to act independently and in the public interest. They will also be required to declare any potential conflicts of interest that could affect their impartiality.

In carrying out their duties, jobholders are expected to act solely in the interests of the European Union, maintaining objectivity, impartiality, and loyalty. They must not seek or accept instructions from any external government, authority, organisation, or individual outside their institution.

Commitment to Equal Opportunities

The Agency is proud to be an equal opportunities employer and warmly welcomes applications from all qualified candidates. We are committed to fostering a diverse and inclusive workplace, free from discrimination. We believe that diversity enriches our work and strengthens our mission to serve the European Union effectively.

10. DATA PROTECTION

The personal data requested from applicants will be processed in line with Regulation (EU) N° 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, officers and agencies and on the free movement of such data (repealing Regulation (EC) N° 45/2001 and Decision N° 1247/2002/EC) and the applicable privacy statement which can be accessed [here](#).

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