Flight Test Pilots:
Fixed Wing and Rotary Wing

Please apply by 17/03/2020 at 23:55 hrs CET (Cologne time)

Vacancy notice ref: EASA/AD/2020/001

The Organisational Context

Aviation is a global industry which is undergoing a profound transformation driven by technological advances, heightened international competition and digitalisation as well as the demands and opportunities of environmental protection needs.

The European Union Aviation Safety Agency (EASA) is a dedicated, specialised agency created to deliver the EU’s ambition of ensuring that European citizens enjoy the highest common level of aviation safety and environmental protection. EASA has specific regulatory responsibilities and executive tasks in the area of aviation safety and delivers certification services to the aviation industry.

Flight Test Pilots work within the EASA Certification Directorate, which is responsible for initial airworthiness certification and continuing airworthiness oversight of aircraft, as well as for the approval of their Operational Suitability Data (OSD). Our Flight Test Pilots are trained and qualified to fly newly designed or significantly modified aircraft. They work in teams with other experts (e.g. Test Engineers, Human Factors/ Systems/ Mechanics Experts) and gather data during flight activity with the intent to confirm and establish the aircraft performance, its handling qualities characteristics, its systems usability and their integration.

We are an equal opportunities employer, committed to diversity and non-discrimination. To further enhance the diversity of its workforce, the Agency particularly encourages applications from female candidates.

For more information about the Agency please consult our website.
Your accountabilities

As Flight Test Pilot- Fixed or Rotary Wing, you will provide technical expertise and advice to Project Certification Managers and Certification Teams in dealing with the day-to-day regulatory activities for projects being conducted by the Agency.

You will in particular verify the demonstrations provided by applicants for compliance with applicable airworthiness and operational requirements in the domain of fixed or rotary wing flight characteristics, under the coordination of the Project Certification Manager and in cooperation with experts of other disciplines.

Your main responsibilities will be to:

- Contribute to the approval of new type designs, repairs, changes, service instructions and STCs on relevant products;
- Support the investigation of relevant in service defects and insuring all necessary actions are taken to maintain safety standards;
- Participate in the development of interpretations of existing requirements, where necessary, to cover new technologies, novel applications of existing technology, and novel proposals for compliance demonstration (*);
- Provide advice in the development of new airworthiness requirements, including relevant parts of Aircraft Certification Specifications and advisory and guidance material in co-operation with the team in charge of the development of regulatory material;
- Provide advice for policy and requirements development and interpretation in the flight and Human Factors (HF) disciplines;
- Provide assistance and expert advice within the Agency (i.e. Operational Suitability Data (OSD) activities, organisation approvals, accreditation activities, standardisation and training, safety recommendations)*;
- Provide assistance and expert advice outside the Agency (i.e. industry, academic organisations and governments);
- Ensure technical coordination and training for less experienced experts in the flight and HF disciplines;
- Represent the Agency externally when mandated to do so.

(*) As necessary, in coordination with the Chief/Senior Experts and/or the Initial Airworthiness Specifications Section.
Your Skills and Competencies

Are you interested to contribute to our mission? Then make sure you meet the eligibility criteria listed in the Annex and see below what it takes to accomplish the role.

Essential criteria:
- A minimum of 10 years in flight of which at least 4 years shall be acquired in flight test on fixed wing OR rotary wing aircraft;
- Flight test pilot certificate or diploma from a professional flight test training institution (e.g. EPNER/CEV, ETPS, Edwards, Patuxent River), and/or extensive professional experience of flying as handling pilot during certification flight testing;
- Valid Commercial Pilot Licence (or higher) and valid Instrument Rating and Category 1 Flight Test Rating (fixed wing or rotorcraft);
- Extensive experience of certification processes related to flight aspects, gained in Industry or when working for a National Aviation Authority or Military Flight Test Centre and adequate knowledge of related regulations and requirements;
- Very good command of both written and spoken English.

Advantageous criteria:
- Experience as Flight Test Pilot acquired in more than one environment, for example: working in the industry or a Military Flight Test Centre and in a National Aviation Authority (NAA) or a European Qualified Entity;
- Knowledge of regulations, requirements and related material in the field of avionics and Aircraft Operations;
- Experience in human factors domain;
- Experience in delivering training;
- Experience gained in commercial air transport, general or corporate aviation.

Behavioural competencies:
- Safety Awareness: Ability to identify, assess, mitigate or prevent and monitor risks;
- Critical thinking: Ability to evaluate information with accuracy and objectivity. Use and synthesise data from a variety of sources appropriately, and to apply this according to different requirements;
- Problem solving: Anticipate, investigate and analyse issues in a structured, accurate and objective way. Generate, evaluate and propose justified conclusions based on a variety of data and after thorough analysis of all pros and cons;
- Communication: Ability to articulate and express information, both written and oral, in particular able to write clear and concise reports;
- Stakeholder focus: Ability to engage with appropriate internal and external stakeholders and to prioritise stakeholder interests in order to improve processes and achieve goals;
- Credibility: Ability to build up confidence and trust through expert up-to-date knowledge and high quality work results;
- Quality Orientation: Commitment to ensure high standard of delivery in terms of reliability, accuracy and consistency.

1 English skills will be assessed during the interview.
## What we offer

### The EASA environment
- Opportunity to contribute to the European Union’s ambitions and the development of European Aviation Safety in particular;
- Dynamic multinational work environment, building on staff diversity and competencies as a core asset; and
- Modern Human Resources management environment and access to a variety of multicultural education facilities.

### Contract and Benefits
- Contract on a full-time basis (40 hrs/week) of 5 years, as a Temporary Agent of the European Union with the possibility of extension (grade AD 10);
- Minimum basic gross salary of 9.054 EUR;
- Salary exempted from national tax on revenue in the EU, but subject to taxation at source for the benefit of the EU budget;
- Additional specific allowances (e.g. expatriation, household, dependent child, installation) depending on the individual’s family situation and the place of origin;
- Flexible work arrangements (such as part-time work, flexible working hours, teleworking);
- Annual and specific leave entitlements;
- EU Joint Sickness and Unemployment Insurance Scheme; and
- EU Civil Service Pension rights after 10 years of service.

### Life in Cologne, Germany
- Life in the vibrant and multicultural city of Cologne, fourth largest city in Germany, with easy access to other European hubs thanks to its excellent transport connections.


## How to apply

You must apply on-line using the [eRecruitment Tool](https://erecruitment.easa.europa.eu/default.aspx) ensuring that you submit:

- The completed electronic EASA application form; and
- A motivation letter of no more than one page, explaining why you are interested in the post and what your added value to the Agency would be, if selected.

We strongly encourage you to provide sufficient information to enable us to evaluate your eligibility and suitability for the specific position. We recommend that you refer to the Skills and Competencies part and the Job Content to demonstrate how you meet the requirements.

Failure to submit a complete set of documents might result in exclusion from the selection process.

---

If you are invited to the test phase, you will be required to provide all original supporting documentation evidencing the information given in the application form.¹

## Selection process

### Screening of applications

If you meet all the **Eligibility Criteria**, your application will be further assessed by an appointed Selection Board. Please note that if you do not fulfil one or more of the **Essential Criteria**, your application will be excluded from the selection process. The Selection Board will draw up a list of the most suitable candidates to be invited to further assessment steps.

### Assessment Phase

In this phase, you will be assessed against the specific skills and behavioural competencies needed for the successful performance of the role.

This phase will include:
- Structured interview(s);
- Competency tests (related to the requirements of the post).²

### Closure of the selection

Upon closure of the assessment phase, the Agency will establish a reserve list of suitable candidates. To be included in the reserve list, you will need to have received at least 65% of the maximum points in the assessment phase.

Depending on the needs of the Agency, the established reserve list may be used for recruitment of the same or similar vacant position at the same grade. Please note that inclusion in the reserve list does not guarantee recruitment.

The reserve list for this position is valid until **31/12/2022** and might be extended prior to its expiration.

For further details on the status of our published vacancies and open reserve lists, please check the [EASA website](https://www.easa.europa.eu/the-agency/recruitment).

---

¹ For further details on the Agency’s recruitment procedure, please consult the information on our website: [https://www.easa.europa.eu/the-agency/recruitment](https://www.easa.europa.eu/the-agency/recruitment)

² This test will be assessed in an anonymous way.
Annex

Eligibility Criteria
according to the grade of this position and the Conditions of Employment of Other Servants

- Relevant professional experience of at least 12 years acquired after the award of a relevant University diploma (with an official duration of studies of at least 4 years)

  OR

- Relevant professional experience of at least 13 years acquired after the award of a relevant University diploma (with an official duration of studies of at least 3 years)

  OR

Where justified in the interest of the service, professional training of an equivalent level, in a relevant technical domain and, after having completed the professional training, at least 16 years of professional experience.

- Thorough knowledge of one of the languages of the European Union and a satisfactory knowledge of another language of the EU to the extent necessary for the performance of the duties.

- Be a national of a Member State of the European Union, Iceland, Liechtenstein, Norway or Switzerland.

- Be entitled to the full rights as a citizen.

- Have fulfilled any obligations imposed by the applicable laws on military service.

- Meet the character requirements for the duties involved.

- Be physically fit to perform the duties linked to the post.

---

6 Professional training of an equivalent level are trainings leading to the issuance of one of the following helicopter or aeroplane pilot licenses: CPL, ATPL or Military Pilot License. Professional experience will be counted from the date the licence has been issued.

7 If successful, you will be asked to provide—prior to recruitment—a police certificate confirming the absence of any criminal record.

8 Prior to recruitment, you shall be examined in a medical centre indicated by EASA in order to confirm that the requirements of Article 12 (2) (d) of the Conditions of Employment of Other Servants of the EU are met.
Commitment

Declaration of commitment to serve public interest independently:

In accordance with Article 11(3) of the Staff Regulations of Officials, and Article 11(1) of the Conditions of Employment of other Servants of the EU (CEOS), before recruiting a staff member “the appointing authority shall examine whether the candidate has any personal interest such as to impair his independence or any other conflict of interest. To that end, the candidate, using a specific form, shall inform the appointing authority of any actual or potential conflict of interest.”

Data Protection

Regulation (EU) 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, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC.

The purpose of the personal data processing is to evaluate the candidates’ ability to perform the functions of the post for which a selection and recruitment procedure has been organised in order to select the best candidate for the position, in compliance with the requirements of the CEOS, implementing rules and vacancy notice.

More information on personal data protection in relation to selection and recruitment can be found on the EASA website[1].