ATM/ANS Expert

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

Vacancy notice ref: EASA/AD/2020/003

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.

In EASA, the Flight Standards Directorate manages all activities related to the safe operations of aircraft and related products and parts, including maintenance and production, air operations, air crew and medical, ATM and aerodromes. The Directorate is responsible for all related organisations approvals, rulemaking and standardisation tasks, as well as for the coordination of EASA’s cybersecurity activities. The Flight Standards Directorate plays a key role in Unmanned Aircraft System (UAS) Regulation and Standardisation.

The ATM/ANS Standards, Implementation and Oversight Section is responsible for the ATM/ANS standardisation and oversight of applicable implementing regulations, stemming from the basic regulation. In addition, following agreement of the European Commission, standardisation oversight is also conducted against related Single European Sky regulations, amongst others those concern: Air Traffic Flow Management, Air Space Management and Interoperability. The section provides technical support to external and internal stakeholders in the field of ATM/ANS.

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 an ATM/ANS Expert, you will perform activities aiming to ensure efficient conduct of investigations, and provide support to Organisations and Oversight Teams.

Your main accountabilities will be to:

- Investigate, either as Team Leader or as part of organisation oversight teams, functional systems for compliance with regulatory requirements particularly in the area of Software and Information Technology (IT), and perform the relevant certification steps;
- Contribute to the review and acceptance of changes to functional systems for ATM/ANS organisations under the Agency’s oversight;
- Ensure that service defects relevant to software and/or Information Technology (IT) implementation issues are investigated and 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 showing;
- Provide expert input in ATM/ANS standardisation and/or accreditation activities;
- Provide expert input in ATM/ANS rulemaking;
- Provide support to the activities of the other EASA Directorates as necessary; and
- Provide a source of assistance and expert advice outside the Agency (i.e. industry, academic organisations and governments).
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:**
- At least 3 years of recent professional experience acquired in the field of ATM/ANS certification, or in similar positions related to the activities listed under the accountability section, demonstrating good understanding of the ATM/ANS certification requirements;
- Education and/or study in the field of software engineering or other relevant subjects, giving an equivalent background demonstrating the ability to work in the function;
- Experience of ATM/ANS software compliance evaluation, including auditing, verification, validation and testing;
- Good knowledge of technical and safety requirements relevant to ATM/ANS functional systems;
- Good knowledge of software development environment(s), including standards, methods, tools and languages used in ATM/ANS systems;
- Very good command of both written and spoken English.  

**Advantageous criteria:**
- Professional experience in technical systems used in any of the following ATM/ANS Services: Communication, Navigation, Surveillance or Air Traffic Flow Management;
- Knowledge of information security aspects applied for software development;
- Knowledge of safety assessment methodologies applied in Airworthiness and/or ATM/ANS domains;
- Knowledge of the Member States and foreign organisations and the Industry within the scope of this profile.

Candidates invited to the interview and test phase will be assessed against the following **behavioural competencies:**

- **Safety awareness:** Ability to identify, assess, mitigate and monitor risks and focus on safety.
- **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;
- **Planning and Organising:** Ability to accurately predict and structure needed tasks within a project, monitor them and evaluate the final result, all in timely manner; and
- **Adaptability:** Capacity to adapt quickly to new of changing situations.

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

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<thead>
<tr>
<th>The EASA environment</th>
<th>Contract and Benefits</th>
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<tbody>
<tr>
<td>Opportunity to contribute to the European Union’s ambitions and the development of European Aviation Safety in particular;</td>
<td>Contract of 5 years, as a Temporary Agent of the European Union with the possibility of extension (grade AD 6);</td>
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<tr>
<td>Dynamic multinational work environment, building on staff diversity and competencies as a core asset; and</td>
<td>Minimum basic gross salary of 5.524 EUR;</td>
</tr>
<tr>
<td>Modern Human Resources management environment and access to a variety of multicultural education facilities.</td>
<td>Salary exempted from national tax on revenue in the EU, but subject to taxation at source for the benefit of the EU budget;</td>
</tr>
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</table>

Contract and Benefits

- Contract of 5 years, as a Temporary Agent of the European Union with the possibility of extension (grade AD 6);
- Minimum basic gross salary of 5.524 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;
- Annual leave entitlement of at least 24 days;
- Maternity/paternity leave and parental leave under certain conditions;
- Flexible work arrangements (such as part-time work, flexible working hours, teleworking);
- Depending on availability and under certain conditions, child-care places and service contracts with some international schools in the wider Cologne/Bonn area;
- Broad specific Sickness and Unemployment Insurance Scheme enabling access to care worldwide; 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.

For further information, please consult Working for us 2.

How to apply

You must apply on-line using the eRecruitment Tool3 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.

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3 [https://erecruitment.easa.europa.eu/default.aspx](https://erecruitment.easa.europa.eu/default.aspx)
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 form⁴.

### 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)⁵;

#### 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](#).

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⁴ 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)

⁵ 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

- Professional experience of at least 3 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 the professional experience indicated in the table below:

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<tr>
<th>Duration of the professional training in years</th>
<th>Professional experience in years</th>
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<tbody>
<tr>
<td>Less than 1 year</td>
<td>9 years</td>
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<tr>
<td>At least 1 year but less than 2</td>
<td>8 years</td>
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<tr>
<td>At least 2 years but less than 3</td>
<td>7 years</td>
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<tr>
<td>3 years or more</td>
<td>6 years</td>
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</tbody>
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- 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\(^6\).
- Be physically fit to perform the duties linked to the post\(^7\).

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\(^6\) If successful, you will be asked to provide –prior to recruitment– a police certificate confirming the absence of any criminal record.

\(^7\) 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.⁸

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