



VACANCY NOTICE

EGNOS-Africa Joint Programme Office (JPO)

DIRECTOR

Position Information:

Post Title	EGNOS-Africa JPO Director	Vacancy Notice Reference:	2013/03/01/Director
		Deadline for applications:	21 April 2013
Duty Station	Dakar, Senegal	Date for entry on duty:	1 st of July 2013
Eligibility	African ACP Countries		

Job Description:

The European Geostationary Navigation Overlay System (EGNOS) has been available in Europe since October 1st 2009. EGNOS augments the GPS satellite navigation system and makes it suitable for safety critical applications such as flying aircraft or navigating ships through narrow channels.

The EGNOS-Africa Joint Programme Office has been created by the European Union to define the baseline and oversee the subsequent implementation phase for the specification and procurement of the development and deployment of GNSS/EGNOS in Africa.

The Director of the EGNOS-Africa Joint Programme Office (JPO) will ensure the leadership and the efficient management of the JPO being accountable to the European Commission and/or other Development Funding Institutions for the financial and budgetary matters as well as the achievement of the JPO strategic objectives of deploying EGNOS in Africa.

The Director will be in charge of ensuring that the JPO is able to manage future programmes related to GNSS/EGNOS in Africa for all types of applications with a particular attention given to aviation as a main driver.

Key Activities:

- Prepare the programme of activities of the JPO, the annual and three-year action plan and the annual budget of the JPO for adoption by the European Commission and/or other Development Funding Institutions;
- Provide leadership to the JPO staff (9 operational) and ensures that functions and programmes are performed efficiently and in line with the strategic objectives of the JPO;
- Establish and maintain extensive relations with all the African stakeholders, the European Commission and the ACP Secretariat;
- Manage the network of correspondents and partner institutions;



- Manage the human and financial resources to ensure optimum use of available resources in conformity with EU financial rules and regulations;
- Promote the development/deployment of GNSS/EGNOS in Africa and activities/achievements of the Office.

Qualifications and Experience:

Educational background:

An advanced level university or engineer degree in aviation-related field or in other scientific or technical discipline related to satellite based applications, completed by an academic degree in management, administration, economic, law or related fields degree.

Professional experience and knowledge:

A minimum of 15 years of relevant professional experience in aviation-related field or in other scientific or technical field related to satellite based applications, including appropriately senior level leadership experience;

Experience (at least 3 years) within an international organisation or dealing with aviation matters crossing national or regional boundaries;

A good knowledge of GNSS programmes in aviation and/or other applications;

A conceptual thinking at a strategic level.

Language skills:

Good command of English and French with fluency in one language.

Competencies

Managerial skills: leadership, management of teams, resources, processes and projects; coaching of others; influence and authority,

International Vision: vision and strategic insight; awareness of the international political, economic, social and cultural context; organisational awareness

Communication: highly developed and persuasive communication skills; listening and presentation skills.

Personal attitudes: initiative and responsibility; concern for quality and efficiency; adaptability; demonstrated political awareness and ability to diplomatically manage sensitive situations in a multicultural and multiethnic environment

Personal values: integrity, loyalty, commitment and conscience; independence and confidence, respect for diversity.

Conditions of Employment:

It should be noted that this post is to be filled for an initial period till 14 January 2015 with 6 months probationary period through the SAFIR project (please see additional information).



During the initial period, the Office is hosted within ASECNA premises, which will ensure all the administrative and legal tasks.

The type of employment contract may differ according to the status and nationality of the incumbent:

Status	Type of contract
Secondment from an administration or an organization	Contract with the administration or the organisation,
Nationality of an ASECNA Member state:	Direct contract with the individual,
Nationality of a non ASECNA Member State:	Contract through an umbrella company (“portage salarial”) which would employ the individual

As of the 15th of January 2015, the contracts will be amended or transferred to the new structure of the JPO if applicable.

Remuneration:

A significant remuneration will be proposed depending on the experience of the incumbent and of the JPO salary policy to be aligned with the service contract signed between ASECNA and the ACP Secretariat.

Applications:

Applications must be submitted by **21 April 2013 (6:00 pm UT)** at the latest and sent simultaneously by e-mail to the 3 Experts of the SAFIR Project Implementation Team (PIT):

oturcas@orange.fr ; anne-laure.vogel@egis.fr ; ayinahug@asecna.org

Application Forms are posted on the following websites where they can be downloaded:

www.asecna.aero/rh_offres.php

www.acp.int

Selection of Candidates:

The selection and recruitment process is based on a clear and transparent procedure that has been developed by the SAFIR Project Implementation Team (PIT) and approved by the ACP Secretariat and the European Commission.

Based on the applications received, the PIT will process for a 1st short list of candidates (5 at maximum) that will be approved by the ACP Secretariat and the European Commission.



The approved candidates will then be contacted and invited for interviews in Dakar-Senegal with the PIT to better understand their personality and motivations, assess professional career and prospects, interest in the project, technical and interpersonal skills, evaluate their ability to complete the planned mission, evaluate their ability to speak and write in English and French.

After the interviews, the PIT will proceed with a second short list of 2 candidates, to be submitted again for approval to the ACP Secretariat and the European Commission.

Then, the 2 final candidates are invited for interviews in Brussels, Belgium by a selection committee composed of one representative of the ACP Secretariat, of the Directorate General for Development and Cooperation (DEVCO), of the Directorate General for Enterprise and Industry (DG ENTR) and of the SAFIR Project Implementation Team.

The selection committee responsibility is to agree on the choice of final candidate to be recruited. If the selection process is declared unfruitful, a new procedure of selection and recruitment is opened up.

Afterwards, the selected candidate or the relevant organisation shall be invited to Dakar for signing the employment contract with ASECNA.

Additional Information:

The EGNOS-Africa Joint Programme Office (JPO) is funded by the European Union through the 10th EDF intra-ACP envelope and implemented by the ACP Secretariat through the SAFIR (Satellite navigation services for **A**African **R**egion) project led by ASECNA (Agence pour la Sécurité de la Navigation Aérienne en Afrique et Madagascar) in consortium with Egis Avia, ESSP and Pildo Labs.

During the initial period (1/07/2013 – 14/01/2015), the incumbent, under the supervision of the SAFIR Team Leader and in coordination with the 2 other Key Experts of the SAFIR Project Implementation Team (PIT), will ensure the following duties:

- Following a 3-week training session in July 2013 delivered by the International Centre for Theoretical Physics in Trieste (Italy) on GNSS/EGNOS (Space Programme management, legal & regulatory issues ...),
- Participating with the PIT in the staffing of the JPO with qualified experts, representatives of the Sub-Saharan Africa:
 - 4 staff members in 2013 (*those experts will be recruited among a pool of candidates pre-selected by the PIT and attending the same training session than the JPO Director*);
 - 5 other staff members in 2014 (*selected after a 8-week technical training session in Trieste, Italy*);
- Setting-up and support with the assistance of the PIT for the organisation of GNSS/EGNOS Working Sessions to address subjects such as: system performance, applications, safety, certification, liability, governance, services provisions and services implementation road map.



Particular case of South Africa:

The SAFIR project is financed through the 10th EDF Intra-ACP envelope to which South Africa is not eligible. The cooperation with South Africa is financed by the general EC budget, i.e. the DCI (Development Cooperation Instrument).