



INTER-AGENCY JOB MARKET Vacancy Notice

Technology & Strategy Officer (ref. S3JU/IAJM/VN138)

This vacancy notice is addressed to all temporary staff 2(f) currently employed in an Executive Agency, Decentralised Agency, or Joint Undertaking in function group and grade bracket AD7 to AD9, in compliance with the SESAR 3 JU general implementing rules on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS¹.

Type of vacancy	Inter-Agency mobility
Type of contract	Temporary Agent 2(f) - Administrator
Function group and grade bracket	AD7 to AD9
Unit	Technology & Strategy
Deadline for applications	Monday 03 November 2025, at 14:00 Brussels time

1. INTRODUCTION

1.1 SESAR

SESAR is the technological pillar of the EU's Single European Sky policy and a key enabler of the European Commission's Sustainable and Smart Mobility Strategy. SESAR defines, develops and deploys technologies to transform air traffic management in Europe.

1.2 The SESAR 3 Joint Undertaking

The SESAR 3 Joint Undertaking (SESAR 3 JU) is established under Council Regulation (EU) 2021/2085 as an institutionalised European partnership between private and public sector partners to accelerate through research and innovation the delivery of the Digital European Sky. To do so, it is harnessing, developing and accelerating the take-up of the most cutting-edge technological solutions to manage conventional aircraft, drones, air taxis and vehicles flying at higher altitudes.

1.3 Digital European Sky Programme

The SESAR 3 JU is responsible for implementation of the Digital European Sky Programme and operates an innovation pipeline towards deployment, by also demonstrating the viability of the technological and operational solutions, in larger and more operationally integrated environments.

The Strategic Research and Innovation Agenda (SRIA) for the SESAR 3 JU presents the strategic research and innovation (R & I) roadmaps for the years 2021 to 2027 to deliver on the implementation of the Digital European Sky by delivery of a Programme of the same name (i.e. fully scalable services supported by a digital ecosystem minimising the environmental footprint of aviation), including the integration of drones, matching the ambitions of the 'European Green Deal' and the 'Europe fit for the digital age' initiative. The activities outlined in the SRIA to build a digitalised infrastructure are also critical for a post-COVID recovery, enabling aviation to become more scalable, economically sustainable, environmentally efficient and predictable.

To achieve the Digital European Sky (Phase D of the European ATM Master Plan), nine research and innovation flagships (referred to as "Destinations" in Horizon Europe) have been identified in the SRIA with their underlying R&I needs/challenges. These will be the basis for identifying future SESAR Solutions and are the subject of the Digital European Sky Programme. The nine innovation flagships are: Connected and Automated ATM, Air-ground integration and autonomy, Capacity-on-demand and dynamic airspace, U-space and urban air mobility, Virtualisation and cyber-secure data sharing, Multimodality and passenger experience, Aviation Green Deal, Artificial intelligence (AI) for aviation, and Civil/Military interoperability and coordination.

¹ Decision ADB (D) 06-2016 of 28 April 2016 as transferred to SESAR 3 JU by GB (D) 18-21 of 14 December 2021

2. KEY ACCOUNTABILITIES

About the role

The Technology and Strategy Officer will play a central role in **closing the gap between strategy and execution**. Ensuring that the strategic priorities of the European Union, as captured in the European ATM Master Plan, are transformed into concrete development and deployment activities. Working in the **Technology and Master Planning team**, you will connect vision with delivery, aligning innovation with operational realities, and ensuring Europe remains at the forefront of global air traffic management transformation. You will report to the Head of Unit “Technology and Strategy” and work closely with programme managers, partners, and international organisations.

Your impact

As Technology and Strategy Officer, you will:

- **Drive the evolution of the European ATM Master Plan**, leading updates and annual strategic monitoring reports that reflect both long-term ambition and tangible progress.
- In close coordination with the Programme Managers, **monitor the execution of the SESAR 3 JU work programme in order to ensure strategic alignment with the strategy** defined in the European ATM Master Plan.
- **Represent SESAR’s strategic leadership** in partnerships with EASA, ICAO, and other international bodies, helping to place European priorities firmly on the global aviation agenda.
- **Translate complexity into clarity**, making technical concepts accessible for decision-makers, stakeholders, and the public, strengthening SESAR’s visibility and impact.
- **Be SESAR’s ambassador** in European and international forums, showcasing achievements, building alliances, and projecting Europe’s vision for the future of aviation.

Why join us?

This is your opportunity to:

- **Shape Europe’s aviation future** by connecting strategic priorities with real-world results.
- Gain **European and international visibility** by engaging with decision-makers, industry leaders, and institutions.
- Work at the crossroads of **technology, strategy, and policy**, influencing how Europe modernises its air traffic management system.
- Join a passionate team committed to ensuring **SESAR delivers innovation with impact**.

3. ELIGIBILITY CRITERIA REQUIRED

To be eligible to take part in this selection procedure, the applicant must meet the following requirements on the closing date for applications:

- To be currently a Temporary Agent 2(f) staff who, on the closing date for application and on the day of filling the vacant post, is employed within the candidate’s current agency in a grade corresponding to the published grade (AD7 – AD 9). This implies that the candidate possesses the minimum qualifications required by Article 5(3) of the Staff Regulations² applicable by analogy to the temporary staff pursuant to Article 10(1) of the CEOS, and that the candidate is in compliance with the conditions referred to in Article 12(2)³
- To have at least two years’ service within the candidate’s current agency (including Executive Agencies, Decentralised Agencies and Joint Undertakings) before moving

² Article 5 (3) (c) of the Staff Regulations: Appointment shall require at least in function group AD for grades 7 to 16:

(i) a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or
(ii) a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years, or
(iii) where justified in the interests of the service, professional training of an equivalent level.

³ Article 12 (2) of the CEOS: A member of the temporary staff may be engaged only on condition that: he/she is a national of one of the Member States of the Union and enjoys his/her full rights as a citizen; he/she has fulfilled any obligations imposed on him/her by the laws concerning military service; he/she produces the appropriate character references as to his/her suitability for the performance of the duties; he/she is physically fit to perform his/her duties; he/she produces evidence of a thorough knowledge of one of the languages of the Union and of a satisfactory knowledge of another language of the Union to the extent necessary for the performance of his/her duties.

- To have successfully completed the probationary period provided for in Article 14 of the CEOS, in the relevant grade
- To have a thorough knowledge as well as command of English

4. SELECTION CRITERIA

The successful candidate shall have sense of initiative and professionalism. He/She shall be a team player, flexible, highly motivated, proactive, and able to work under pressure and to tight deadlines in a matrix organisation.

4.1 Essential Selection Criteria

In addition to the requirements on minimum qualification and professional experience set out in heading 3, the successful candidate shall have:

- **Education:** a university degree in a STEM field (Science, Technology, Engineering or Mathematics) or an ATC licence or a Pilot licence
- **Knowledge:** solid understanding of Air Traffic Management in Europe, the objectives of the European ATM Master Plan and the evolution of ATM operational concepts and architectures. Strong awareness of the challenges posed by higher levels of automation in ATC and their impact on systems, operations and aviation safety.
- **Experience:** hands-on experience with ATM operations or ATM systems. Proven ability to analyse complex technical issues, anticipate implications for strategy and support the definition and monitoring of implementation pathways.
- **Professional skills:** analytical and forward-looking, with a bold “can-do” mindset and genuine curiosity for innovation. Committed to the highest ethical standards and to aviation safety. Able to move seamlessly from technical depth to strategic clarity, work across disciplines and stakeholders and deliver results under pressure with pragmatism, diplomacy and resilience.
- **Communication skills:** excellent ability to communicate in English complex technical and strategic topics in a clear, concise and compelling way, both orally and in writing. Capable of engaging with diverse audiences (from engineers to executives) and of influencing decisions through evidence-based arguments.

4.2 Advantageous Selection Criteria

- Hands-on experience in innovation in ATM
- A good knowledge of a third official European language

5. SELECTION PROCEDURE

Temporary staff 2(f) within the range of grades **AD7-AD9** who applied, will be invited for an interview, which will be held for the most part in English. During this selection process provisionally planned on **Tuesday 9 December 2025** candidates may be required to undergo a competency assessment exercise. The applicants will be informed of the date within a reasonable period prior to such date. As a result of the interviews, the Selection Panel will recommend the most suitable candidates for the post in question. Please note that the Selection Panel's work and deliberations are strictly confidential and that any direct or indirect contact with its members is strictly forbidden. The Authority Authorised to Conclude Contracts of Employment reserves the right to disqualify any candidate who disregards this instruction.

6. APPOINTMENT AND CONDITIONS OF EMPLOYMENT

The selected candidate will be appointed by the Executive Director upon recommendation of the Selection Panel, following the selection procedure, and in compliance with Article 55 of the CEOS, Article 10 and 17 of SESAR 3 JU implementing rules governing the conditions of transfer between agencies⁴ without impact on the contract of employment running within the candidate's current agency (namely with regard to grade, step, seniority in step, and duration).

⁴ Op. cit.

7. SUBMISSION OF APPLICATIONS

7.1 Procedure of Applications

Candidates interested by applying to this position must submit by email to the functional mailbox InternalVN138@sesarju.eu a **SINGLE A4-sized Adobe Acrobat PDF file (size: max. 5MB) containing ALL the following scanned documents:**

- A Curriculum Vitae (CV) in the Europass format (available on the following website: <http://europass.cedefop.europa.eu>)
- A signed motivation letter of no more than two pages, explaining why the candidate is interested in the post and what would be his/her added value to the SESAR 3 JU if selected
- A duly completed and signed declaration of honor regarding the eligibility and selection criteria (downloadable from the 'Open posts' section of our website)

The single A4-sized Adobe Acrobat PDF application file shall be named as follows:
[FAMILY NAME_First Name_VN138.pdf]

The title and the exact reference of the vacancy notice should be indicated in the subject of the email. Applications where the format and/or content of the Europass CV and the declaration of honor have been modified may be deemed void by the SESAR 3 JU.

The closing date for submission of applications is Monday 03 November 2025 at 14:00 Brussels time.

7.2 Appeal Procedure

Any appeal regarding the present vacancy notice shall be sent within 20 calendar days of the date on the email notifying the rejection of the application quoting the reference of the internal notice to the Chairman of the selection panel at the following email address: hr@sesarju.eu.

7.3 Personal Data Protection

All applications are filed and processed by SESAR 3 JU as controller of the data, according to Regulation (EC) 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, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC.

Please note that by sending your application, you consent to the processing of your personal data necessary for the review of your application. You nevertheless have the right to withdraw consent at any time by sending an email to the same email address; should you exercise withdrawal of consent, the lawfulness of the processing of your personal data prior to such a withdrawal will not be affected.

More information about the data protection policy at SESAR 3 JU and, in particular on the exercise of your rights as data subject (including the right to rectification, erasure, restriction of processing, the right to object and the right to data portability), can be found in our public website at this <https://www.sesarju.eu/legal-notice>. You can also consult the privacy statement on selection of staff at the following [link](#). In addition, you can always contact SESAR 3 JU's Data Protection Officer at sju.data-protection@sesarju.eu.
