



VACANCY NOTICE

Technology and Strategy Officer (ref VN138)

Administrator - TA 2(f) – AD7

The SESAR 3 Joint Undertaking has set up a selection procedure to establish a reserve list for the position of **Technology and Strategy Officer (TA 2(f) – AD7)**. The duty station is in Brussels, Belgium where the SESAR 3 Joint Undertaking has its headquarters and where the place of employment is.

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.

With the Digital European Sky comes the promise of making Europe the most efficient and environmentally-friendly sky to fly in the world. For more information, see: www.sesarju.eu



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

Candidates will be considered for the selection phase based on the following criteria to be fulfilled by the deadline for submission of applications.

3.1 Minimum Qualifications Required

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 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 where justified in the interests of the service, appropriate professional training of an equivalent level.

3.2 Minimum Professional experience

At least 6 years of proven professional experience gained after obtaining the minimum qualifications required in a field related to the nature of the key accountabilities, preferably in an international research environment.

3.3 Minimum Language Skills Required

Thorough knowledge as well as command of English and a satisfactory knowledge of another language of the European Union to the extent necessary for the performance of his/her duties are mandatory.

3.4 In addition in order to be eligible, the candidate must:

- Be a national of a Member State of the European Union
- Have fulfilled any obligation imposed by the laws on military service
- Be entitled to full rights as citizen¹
- Be physically fit to perform the duties linked to the post².

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

Eligibility of candidates will be assessed according to compliance with all formal requirements by the closing date for the submission of applications. Eligible candidates whose application shows evidence of all essential selection criteria may be invited for an interview, which will be held for the most part in English. During the selection process candidates may be required to undergo a competency assessment exercise. The interview will take place in Brussels (Belgium), where the SESAR 3 JU has its headquarters and where the place of employment is. The date of the test and/or interview session has been tentatively set on 09 December 2025 (until further notice and depending on the number of candidates). The applicants will be informed of the date within a reasonable period prior to such date.

Candidates invited to an interview will be requested to submit, on the day of the interview, a copy of their diploma(s) and evidence of their professional experience, clearly indicating the starting and finishing dates, the function(s) and the exact nature of the duties carried out. However, prior to contract signature, the selected candidate will be requested to provide the SESAR 3 JU with original or certified copies of all relevant documents proving the eligibility requirements.

¹ Prior to the appointment, the successful candidate will be asked to provide a police certificate confirming the absence of any criminal record.

² Before being engaged the candidate will be medically examined in order that the SESAR 3 JU may be satisfied that he/she fulfils the requirements of Article 12 (2) (d) of the Conditions of Employment of Other Servants of the European Communities.

As a result of the interviews, the Selection Panel will recommend the most suitable candidates for the post in question. The list of suitable candidates established by the Selection Panel may also be used for the recruitment for a similar post depending on the needs of the SESAR 3 JU and shall be **valid until 31 December 2028** (the validity period may be extended). Each candidate will be informed by letter whether or not he/she has been placed on the reserve list. Candidates should note that inclusion on a reserve list does not guarantee recruitment.

Please note that the Selection Panel's work and deliberations are strictly confidential and that any contact with its members is strictly forbidden.

6. DECLARATION OF COMMITMENT TO SERVE PUBLIC INTEREST INDEPENDENTLY

Prior to contract signature, the selected candidate will be required to make a declaration of commitment to act independently in the public interest and to make a declaration in relation to the interests that might be considered prejudicial to his/her independence.

7. APPOINTMENT AND CONDITIONS OF EMPLOYMENT

The selected candidate will be appointed by the Executive Director, upon recommendation of the Selection Panel, following the selection process. Depending on the budgetary situation, the selected candidate may be engaged for a fixed period of maximum 5 years. The period of engagement shall not exceed in any case the duration of the Joint Undertaking.

The successful candidate will be recruited in the **grade AD7**. The basic monthly salary before any deductions or allowances for the grade AD7 (step 1) is **7,646.86 EUR**. In addition to the basic salary, staff members may be entitled to various allowances, such as a household allowance, expatriation allowance, dependent child allowance and education allowance. The salary is subject to a Community tax deducted at source and staff members are exempt of national taxation on income.

Please note that recruitment is done in the first or second step of the indicated grade, depending on the duration of the acquired professional experience gained after the minimum qualifications and professional experience required.

Further information regarding rights and conditions of employment can be found in the following document:

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CONSLEG:1962R0031:20140101:EN:PDF>

8. SUBMISSION OF APPLICATIONS

8.1 Procedure of Applications

Candidates must submit by email to the functional mailbox recruitmentVN138@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 with regard to the eligibility and selection criteria (downloadable from our website)

The single A4-sized Adobe Acrobat PDF application file shall be named as follows: [Lastname_Firstname_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 honour have been modified may be deemed void by the SESAR 3 JU.

No correspondence will be exchanged on the status of the application except in the case of a final decision, positive or negative. Candidates are therefore formally requested not to enquire about the progress of their application neither by email, telephone, fax or letter.

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

8.2 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 vacancy notice to the Chairman of the selection panel at the following email address: hr@sesarju.eu.

8.3 Promotion of Equal opportunities

The SESAR 3 JU is an equal opportunity employer and strongly encourages applications from all candidates who fulfil the eligibility and requirements without any distinction on the grounds of nationality, age, race, gender, political, philosophical or religious conviction or sexual orientation and regardless of disabilities, marital status or other family situation.

8.4 Personal Data Protection

Please note that applications will not be returned to candidates but will be kept on file by the SESAR 3 JU. The personal data the SESAR 3 JU requests from candidates will be processed in line with 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... Personal data shall be processed solely for the purpose of the performance, management and follow-up of information in view of a possible appointment at the SESAR 3 JU. Should the candidate have any query concerning the processing of his/her personal data, he/she shall address them to the SESAR 3 JU Data Protection Officer, sju.data-protection@sesarju.eu. Detailed information on the processing of personal data can be found in the relevant [privacy notice](#).