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VACANCIES

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Systems Architect

Vacancy details

Type of contract	Temporary Agent	Reference number	EUSPA/2025/AD/007
Grade/Function group	AD9	Place of employment ¹	Prague / Czech Republic
Deadline for applications	13.05.2025 11:59 AM (GMT+2)		
Contract duration (Y)	5	Possibility of renewal ²	yes
Desired start date	As soon as possible	Possible reserve list valid until	31.12.2025
Organisational department	Engineering	Reporting to ³	Head of Department or their assignee
Level of security clearance ⁴	SECRET UE / EU SECRET		

Vacancy sections

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[1] The place of employment is subject to changes in the interest of the service and always under due consideration of the Staff Member's interests.

[2] Possibility of renewal for a fixed period and a further renewal for an indefinite period on the conditions set out in the Staff Regulations and in the Conditions of Employment for Other Servants [3] The organisational department and the hierarchical reporting line may change in line with the developments of the EUSPA and department's organisation [4] The successful candidate must hold a valid personnel security clearance at the level defined above or be able and willing to apply for it immediately after the contract signature. The procedure for obtaining a personnel security clearance shall be initiated on request of the employer only, and not by the individual candidate. Description of the EU classified information levels is available [here](#).

1. EUSPA AND THE HIRING DEPARTMENT

The European Union Agency for the Space Programme (EUSPA) provides safe and secure European satellite navigation services, advances the commercialization of Galileo, the European Geostationary Navigation Overlay Service (EGNOS), and Copernicus data and services, engages in secure SATCOM (GOVSATCOM & IRIS²), and operates the Space Surveillance and Tracking (SST) Front Desk. Through these projects, EUSPA enhances European autonomy in space technologies, fosters innovation and creativity, supports European transport net and agriculture, all while contributing to the economic growth and health of the European Union.

EUSPA offers a diverse multicultural workplace that welcomes all applicants without distinction on any grounds of gender, race, ethnic or social origin, nationality, religion or belief, political or any other opinion, birth, gender identity, disability, age, sexual orientation, marital status or other family situation. EUSPA wishes to employ competent talents and be representative of the diversity of the EU citizens and is committed to provide the best working conditions and benefits to its staff. For more information on the EUSPA and the EU Space Programme, [click here](#).

The Engineering Department ensures the Agency's technical leadership on all matters related to system infrastructure, service and security engineering, through the establishment of an Engineering Centre of Competence acting as internal provider of tasks and results to programme exploitation, market downstream and innovation, security operations and monitoring, security authority and ICT and Facility Management as required (for example, in support of GRON, PRS helpdesk, SST Front Desk, cyber security etc.). The Department also has an active contribution to the procurements of the Agency (including specification, tender evaluation and contract follow-up including acceptance of deliverables), not only for the procurements under its full responsibility, but also in support of other departments. Engineering also contributes to the execution of related corporate tasks, such as planning, reporting, administration, financial & budget management and risk management.

In support of its mission above, the Engineering Department is implementing Architect roles. The Architects shall be seasoned and versatile engineers with sound senior technical expertise. They shall ensure the coherency of all engineering activities and the understanding of operational, technical and programmatical requirements, becoming a key asset in support of EUSPA's role as System Prime for the Systems in Operation.

This position requires permanent relocation to the Agency's headquarters in the heart of Europe – Prague.

2. TASKS AND RESPONSIBILITIES

We are looking for a Systems Architect that will report to the Head of Department or their assignee and will coordinate the work with the corresponding Heads of the Programme departments. The job holder will be entrusted with the following main tasks and responsibilities:

- Ensure consistency and exploitation of synergies between all the activities related to definition, design, implementation and validation of services, infrastructure, user segment, standards, and security;
- Perform activities as technical authority and focal point in coordination with the Heads of Programme for the new developments, maintenance and evolution of the systems in operation and take ownership of the task to develop and grow Engineering expertise and capabilities to meet programme needs and future services;
- Provide thorough analyses and recommendations for new projects or evolutions before their deployment into a system/service in operation.

Furthermore, and related to the activities above, the Systems Architect shall:

- Contribute with their expertise to support internal and external technical and programmatic reviews and Tender Evaluation Boards (TEBs) as chair, member or expert as needed;
- Represent the Agency in the TEBs of the European Space Agency for the new generations of the systems in operation and new programmes;
- Liaise with other departments, notably in the area of Administration and Operations, to ensure the execution of related corporate tasks, such as planning, reporting, administration, legal and procurement processes, financial and budget management, risk management.

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3. ELIGIBILITY CRITERIA

The selection procedure is open to applicants who satisfy the following eligibility criteria, on the closing date for application:

1. A level of education which corresponds to completed university studies⁵ 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 at least one year of appropriate professional experience when the normal period of university education is three years
2. In addition to the above, appropriate professional experience⁶ of at least **twelve years** after obtaining the required diploma
3. Be a national of a Member State of the European Union, Iceland or Norway
4. Be entitled to their full rights as a citizen
5. Have fulfilled any obligations imposed by the applicable laws concerning military service
6. Meet the character requirements for the duties involved⁷
7. Have a thorough knowledge (minimum C1 level) of one of the languages of the European Union⁸ and a satisfactory knowledge (minimum B2 level) of another language of the European Union⁸
8. Be physically fit to perform the duties linked to the post⁹

Temporary agents (2f) from EUSPA and other EU agencies are invited to apply in accordance with the following EUSPA rules:

https://www.euspa.europa.eu/sites/default/files/2024-04/conditions_of_employment_of_temporary_staff_ta.pdf. The grade bracket applicable for internal and inter-agency mobility is AD9 – AD10.

[5] Only study titles that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the authorities in the said Member States shall be taken into consideration. Qualifications/diplomas awarded in the United Kingdom until 31/12/2020 are accepted without further recognition. For diplomas awarded in the United Kingdom after this date (from 01/01/2021), a NARIC recognition is required: <https://www.enic-naric.net/>.

[6] Only appropriate professional experience acquired after achieving the minimum qualification stated in point.1 shall be considered. Where additional periods of training and study are accompanied by periods of professional activity, only the latter shall be considered as professional experience. Compulsory military service or equivalent civilian service accomplished after achieving the minimum qualification stated in point.1 shall be taken into consideration. Internships will be taken into consideration, if they are paid. Professional activities pursued part-time shall be calculated pro rata, on the basis of the percentage of full-time hours worked. A given period may be counted only once.

[7] Prior to the appointment, the successful candidate will be asked to provide a Police certificate confirming the absence of any criminal record.

[8] The languages of the EU are: Bulgarian, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, German, Greek, Hungarian, Irish, Italian, Latvian, Lithuanian, Maltese, Polish, Portuguese, Romanian, Slovak, Slovene, Spanish, Swedish. The level shall be determined according to the Common European Framework of Reference for Languages.

[9] Before a successful candidate can be appointed, they will be medically examined by a selected medical service so that the Agency will be satisfied that they fulfil the requirement of Article 28(e) of the Staff Regulation of Officials of the European Union.

4. SELECTION CRITERIA

All eligible applications, according to the afore-mentioned criteria, will be assessed against the requirements listed below solely based on the information provided by the candidates in their application.

The Selection Board responsible for this selection will determine the criteria to be assessed in the various phases of the selection procedure (assessment of the application forms, interview and written test) prior to being granted access to the names of the applicants.

When filling the online application, candidates are expected to clearly include elements that demonstrate how their profile matches the requirements below.

Professional experience and expertise

1. Knowledge (by training or experience) of the EU Space Programme components (Navigation and/or Satellite Communications and/or Earth Observation and/or Space Situational Awareness), their infrastructure, delivered services and governance;
2. Industrial experience in ground and space infrastructure development including security, operational and end user aspects;
3. Demonstrated experience with engineering methodologies, standards and best practices relevant for the EU Space Programme component service and infrastructure development, including security;
4. Senior experience working in a complex environment with multiple stakeholders, public and private sectors;
5. Experience in crisis management;
6. Experience with management of public procurement;
7. Excellent command of both written and spoken English;

Required competencies

8. Motivation for the post;
9. Effective communication;
10. Result orientation, prioritising and organising;
11. Customer focus and service orientation;
12. Transversal collaboration and working in teams.

5. SELECTION PROCEDURE

The current vacancy aims to fill 1 (one) post and establish a reserve list.

A comprehensive description of the selection process is available [here](#).

Indicative date for the interview and written test: June/July 2025. The date might be modified depending on the availability of the Selection Board members.

Candidates are strictly forbidden to make any contact with the Selection Board members, either directly or indirectly. Any infringement of this rule will lead to disqualification from the selection procedure.

Any questions regarding the selection procedure should be addressed only to: jobs@euspa.europa.eu

In addition, candidates having any personal relationship within the EUSPA shall declare such situation to jobs@euspa.europa.eu.

6. APPLICATION PROCEDURE

To apply for this position, candidates need to create an account by registering via the EUSPA e-recruitment tool.

Only applications submitted via the e-recruitment tool will be accepted. Applications sent via email or post will not be taken into consideration.

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Important: the information provided by candidates in their online application constitutes the solely basis for the assessment of the eligibility and selection criteria. Therefore, they are invited to carefully read the requirements and to provide the relevant information in such detail that would allow this assessment. Particular attention should be paid to information on the education and professional experience, in particular exact dates, description of responsibilities and duties carried out. It is the candidate's responsibility to ensure accurate and elaborate completion of the application form and avoidance of unclarities and typos.

All sections of the application should be completed in English in order to facilitate the selection procedure.

In order to be considered, applications must be received by the closing date indicated in the vacancy notice.

Candidates are advised to submit the application well ahead of the deadline in order to avoid potential problems during the final days before the closing date of applications' submissions. The Agency cannot be held responsible for any last-minute malfunctioning of the e-recruitment tool due to heavy traffic on the website.

Any request for technical support must be sent to: jobs@euspa.europa.eu minimum two working days before the vacancy notice deadline. Please note, that if you submit your request for technical support later, we may not be able to assist you.

Please consult the e-recruitment guideline for instructions on completing the application.

Any questions regarding the selection procedure should be addressed only to: jobs@euspa.europa.eu.

7. APPEAL PROCEDURE

If a candidate considers that they have been adversely affected by a particular decision, they can lodge a complaint under Article 90(2) of the Staff Regulations of Officials of the European Union and Conditions of employment of other servants of the European Union; submit a judicial appeal under Article 270 of the Treaty on the Functioning of the EU (ex Art. 236 of the EC Treaty) and Article 91 of the Staff Regulations of Officials of the European Union; or make a complaint to the European Ombudsman.

Details on how to initiate these processes are available [here](#).

8. SUMMARY OF CONDITIONS OF EMPLOYMENT

FINANCIAL ENTITLEMENTS

The remuneration consists of a basic salary¹⁰ and, where applicable, additional allowances¹¹, paid on a monthly basis and reimbursements¹², paid upon their evidenced occurrence.

The sum of the basic salary and the applicable additional allowances is weighted by the correction coefficient applicable for the location of the post¹³. The sum of usual social deductions from salary at source is subtracted from the weighted amount¹⁴. The full pay is exempted from the national income tax, but is subject to the internal income tax and the solidarity levy¹⁵.

Examples of net monthly salaries (as currently applicable in the Czech Republic) are presented below:

AD 9 - Step 1 (less than 15 years of work experience after the relevant diploma) ¹⁶		
a) Minimum final net salary (without any allowances)	b) Final net salary with expatriation allowance	c) Final net salary with expatriation, household and 1 dependent child allowance
6,535.28 EUR	7,973.10 EUR	9,222.79 EUR

AD 9 - Step 2 (15 or more years of work experience after the relevant diploma) ¹⁶		
a) Minimum final net salary (without any allowances)	b) Final net salary with expatriation allowance	c) Final net salary with expatriation, household and 1 dependent child allowance
6,758.83 EUR	8,257.07 EUR	9,529.56 EUR

WORKING CONDITIONS AND BENEFITS

Information about our comprehensive welfare package, including leave entitlements, social security, professional development and benefits contributing to work-life balance, is available [here](#).

INTERNAL AND INTERAGENCY MOBILITY

In case of internal or interagency mobility, EUSPA and the selected candidate shall conclude a contract of employment in accordance with the applicable EUSPA rules.

^[10] As per Articles 92 and 93 CEOS.

^[11] Household allowance (e.g. if you have a dependent child or you are married and your spouse's income is below a defined threshold); Dependent child allowance (e.g. if you have a child under the age of 18 or between 18 and 26, if in specified training programme); Education allowances (in very specific cases) or Payment of the education fees applicable to the educational institutions EUSPA has an agreement with (currently more than 18 international schools in the Czech Republic and Spain, and European Schools in France and in the Netherlands); Expatriation allowance (16% of the sum of basic salary and other applicable allowances).

^[12] If the staff member is requested to change the residence in order to take up duties, they will be entitled to: reimbursement of the travel costs; temporary daily subsistence allowance (EUR 53.17 for up to 180 days, with dependents; or EUR 42.89 for up to 120 days, if no dependents); installation allowance (depending on the personal situation, 1 or 2 months of the basic salary – paid upon successful completion of the nine-month probationary period).

^[13] Currently correction coefficients for the EUSPA duty locations are: 91,8% for CZ, 114,2% for FR, 111,4% for NL, 92,3% for ES. The coefficient is updated every year, with retroactive effect from 1 July.

^[14] Pension (12.10%); health insurance (1.70%); accident cover (0.10%); unemployment insurance (0.51%).

^[15] Currently: income tax: tax levied progressively at a rate of between 8% and 45% of the taxable portion of the salary; solidarity levy: 6%.

^[16] Kindly note that the numbers in examples b) and c) are indicative and net monthly remuneration varies depending on the personal, life and social situation of the incumbent. The various components of the remuneration are updated every year, with retroactive effect from 1 July.

9. COMMITMENT

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Declaration of commitment to serve the public interest independently.

The jobholders will be required to make a declaration of commitment to act independently in the public interest and to make a declaration in relation to any interest that might be considered prejudicial to their independence.

The jobholders will be required to carry out their duties and conduct themselves solely with the interests of the European Union in mind; they shall neither seek nor take instruction from any government, authority, organisation or person outside their institution. They shall carry out the duties assigned with objectivity, impartiality and loyalty to the European Union.

Commitment to promote equal opportunities:

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

10. DATA PROTECTION

The personal data requested from applicants will be processed in line with Regulation (EU) 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, officers and agencies and on the free movement of such data (repealing Regulation (EC) N° 45/2001 and Decision N° 1247/2002/EC) and the applicable privacy statement which can be accessed [here](#).

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