

**STATEMENTS OF MERIT CRITERIA AND CONDITIONS OF EMPLOYMENT FOR ENG-05**

<b>Field of activity: Project Management</b>	<b>Field of activity: Systems Engineering</b>	<b>Field of activity: Science</b>	<b>Field of activity: Technology Management and Applications</b>
<p><b>ESSENTIAL QUALIFICATIONS (GENERIC)</b></p> <ol style="list-style-type: none"> <li>1. Bachelor degree, recognized in Canada, in an engineering discipline relevant to the duties of the position considered, such as but not limited to: Aerospace, Chemical, Civil, Computer, Electrical, Industrial, Mechanical, Systems.</li> <li>2. Significant experience in evaluating, analyzing and solving engineering or operations problems and in making recommendations. (200)</li> <li>3. Experience in dealing with technical or management staff of contractor firms and other parties. (201)</li> <li>4. Experience in managing functional or matrix personnel in a project, technical or scientific development, or operations environment. (202)</li> <li>5. Knowledge of national and international industries and organizations involved in the space fields.</li> </ol>	<p><b>ESSENTIAL QUALIFICATIONS (GENERIC)</b></p> <ol style="list-style-type: none"> <li>1. Bachelor degree, recognized in Canada, in an engineering discipline relevant to the duties of the position considered, such as but not limited to: Aerospace, Chemical, Civil, Computer, Electrical, Industrial, Mechanical, Systems.</li> <li>2. Significant experience in evaluating, analyzing and solving engineering or operations problems and in making recommendations. (200)</li> <li>3. Experience in dealing with technical or management staff of contractor firms and other parties. (201)</li> <li>4. Experience in managing functional or matrix personnel in a project, technical or scientific development, or operations environment. (202)</li> <li>5. Knowledge of national and international industries and organizations involved in the space fields.</li> </ol>	<p><b>ESSENTIAL QUALIFICATIONS (GENERIC)</b></p> <ol style="list-style-type: none"> <li>1. Bachelor degree, recognized in Canada, in an engineering discipline relevant to the duties of the position considered, such as but not limited to: Aerospace, Chemical, Civil, Computer, Electrical, Industrial, Mechanical, Systems.</li> <li>2. Significant experience in evaluating, analyzing and solving engineering or operations problems and in making recommendations. (200)</li> <li>3. Experience in dealing with technical or management staff of contractor firms and other parties. (201)</li> <li>4. Experience in managing functional or matrix personnel in a project, technical or scientific development, or operations environment. (202)</li> <li>5. Knowledge of national and international industries and organizations involved in the space fields.</li> </ol>	<p><b>ESSENTIAL QUALIFICATIONS (GENERIC)</b></p> <ol style="list-style-type: none"> <li>1. Bachelor degree, recognized in Canada, in an engineering discipline relevant to the duties of the position considered, such as but not limited to: Aerospace, Chemical, Civil, Computer, Electrical, Industrial, Mechanical, Systems.</li> <li>2. Significant experience in evaluating, analyzing and solving engineering or operations problems and in making recommendations. (200)</li> <li>3. Experience in dealing with technical or management staff of contractor firms and other parties. (201)</li> <li>4. Experience in managing functional or matrix personnel in a project, technical or scientific development, or operations environment. (202)</li> <li>5. Knowledge of national and international industries and organizations involved in the space fields.</li> </ol>

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6. Knowledge of the Canadian Space Program and of the Canadian Space Agency objectives, programs and structure.	6. Knowledge of the Canadian Space Program and of the Canadian Space Agency objectives, programs and structure.	6. Knowledge of the Canadian Space Program and of the Canadian Space Agency objectives, programs and structure.	6. Knowledge of the Canadian Space Program and of the Canadian Space Agency objectives, programs and structure.
7. Ability to communicate effectively orally.	7. Ability to communicate effectively orally.	7. Ability to communicate effectively orally.	7. Ability to communicate effectively orally.
8. Ability to communicate effectively in writing.	8. Ability to communicate effectively in writing.	8. Ability to communicate effectively in writing.	8. Ability to communicate effectively in writing.
9. Team Work.	9. Team Work.	9. Team Work.	9. Team Work.
10. Initiate and adapt to change.	10. Initiate and adapt to change.	10. Initiate and adapt to change.	10. Initiate and adapt to change.
11. Execute work.	11. Execute work.	11. Execute work.	11. Execute work.
12. Respect of values and ethics.	12. Respect of values and ethics.	12. Respect of values and ethics.	12. Respect of values and ethics.
13. Know and serve client well.	13. Know and serve client well.	13. Know and serve client well.	13. Know and serve client well.
14. Establish and manage partnerships.	14. Establish and manage partnerships.	14. Establish and manage partnerships.	14. Establish and manage partnerships.

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<p><b>ESSENTIAL QUALIFICATIONS (POSITION SPECIFIC: PROJECT MANAGEMENT)</b></p> <ol style="list-style-type: none"> <li>1. Various language profiles: BBB/BBB, BBC/BBC, CBC/CBC, CCC/CCC, English essential.</li> <li>2. Experience in the management of major high-risk technical or scientific projects, OR in managing smaller technical or scientific projects, of the order of \$5 millions. (203)</li> <li>3. Significant experience in project contract management, including the assessment of the work of contractors. (204)</li> <li>4. Knowledge of project planning based on work breakdown structures, cost and schedule control, risk management, and the use of the project management software tools.</li> <li>5. Knowledge of systems engineering processes and their relation to project life cycle.</li> </ol>	<p><b>ESSENTIAL QUALIFICATIONS (POSITION SPECIFIC: SYSTEMS ENGINEER)</b></p> <ol style="list-style-type: none"> <li>1. Various language profiles: BBB/BBB, BBC/BBC, CBC/CBC, CCC/CCC, English essential.</li> <li>2. Significant experience in working on space projects in a leading engineering capacity. (210)</li> <li>3. Knowledge of space systems engineering standards and practices.</li> <li>4. Knowledge of space mission life cycle</li> </ol>	<p><b>ESSENTIAL QUALIFICATIONS (POSITION SPECIFIC: Specialists)</b></p> <ol style="list-style-type: none"> <li>1. Various language profiles: BBB/BBB, BBC/BBC, CBC/CBC, CCC/CCC, English essential.</li> <li>2. Experience in scientific or technical R&amp;D studies and contract management, including the assessment of the work of contractors. (218)</li> <li>3. Knowledge of principles and practices related to science, particularly the scientific method.</li> <li>4. Ability to analyze and solve problems.</li> <li>5. Ability to lead technical reviews (e.g. Preliminary Design Review, Critical Design Review, Systems Requirements Review, etc.) and program evaluations.</li> </ol>	<p><b>ESSENTIAL QUALIFICATIONS (POSITION SPECIFIC: Specialists)</b></p> <ol style="list-style-type: none"> <li>1. Various language profiles: BBB/BBB, BBC/BBC, CBC/CBC, CCC/CCC, English essential.</li> <li>2. Experience in the application of R&amp;D techniques, practices, processes and procedures. (243)</li> <li>3. Experience in scientific or technical R&amp;D studies and contract management, including the assessment of the work of contractors. (224)</li> <li>4. Experience in leading technical reviews (e.g. Preliminary Design Review, Critical Design Review, Systems Requirements Review, etc.) or program evaluations. (225)</li> <li>5. Knowledge of principles and practices related to science, particularly the scientific method.</li> <li>6. Inspire and develop others.</li> </ol>

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<p>6. Knowledge of policies and guidelines in federal departments governing project management, such as Treasury Board, Public Works and Government Services and Department of National Defence or other federal departments.</p> <p>7. Ability to lead technical reviews (e.g. Preliminary Design Review, Critical Design Review, Systems Requirements Review, etc.) and program evaluations.</p> <p>8. Ability to function effectively in an environment where tight deadlines and a high level of pressure are the norm.</p> <p>9. Inspire and develop others.</p>			

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<b>ASSET: QUALIFICATIONS</b>	<b>ASSET: QUALIFICATIONS</b>	<b>ASSET: QUALIFICATIONS</b>	<b>ASSET: QUALIFICATIONS</b>
<ol style="list-style-type: none"> <li>1. Formal training in Project Management obtained at university or given by Federal Departments, or any other applicable training in Project Management, or a recognized project management certification.</li> <li>2. Experience in the management of the planning and production of space or aerospace systems, which, amongst other things, demand the application of systems engineering principles. (205)</li> <li>3. Experience in leading technical reviews (e.g. Preliminary Design Review, Critical Design Review, Systems Requirements Review, etc.) or program evaluations. (206)</li> <li>4. Experience with SAP financial system. (207)</li> <li>5. Experience in working in an international co-operative program. (208)</li> </ol>	<ol style="list-style-type: none"> <li>1. Post-graduate degree in an applicable engineering or science discipline, from a recognized university in Canada.</li> <li>2. Experience in working as a System or Sub-system Manager on space projects. (211)</li> <li>3. Significant engineering experience in more than one of the Space Mission Life-Cycle phases (Definition, Design, Development, and Operations) directly relevant to the duties of the position. (212)</li> <li>4. Significant engineering experience in a particular type of Space Mission (Communications, Earth Observation, Science) directly relevant to the duties of the position. (213)</li> <li>5. Significant experience in a space specialty engineering (Electrical, Mechanical, Software, etc) directly relevant to the duties of the position. (214)</li> </ol>	<ol style="list-style-type: none"> <li>1. Post-graduate degree in an applicable engineering or science discipline, from a recognized university in Canada.</li> <li>2. Experience in space science. (219)</li> <li>3. Experience in leading technical reviews (e.g. Preliminary Design Review, Critical Design Review, Systems Requirements Review, etc.) or program evaluations. (220)</li> <li>4. Experience with SAP financial system. (221)</li> <li>5. Experience in working in an international co-operative program. (222)</li> <li>6. Experience in operations environment. (223)</li> <li>7. Knowledge of Remote Sensing or Earth Observation satellite systems.</li> <li>8. Knowledge in telecommunication or telecommunication satellite systems.</li> </ol>	<ol style="list-style-type: none"> <li>1. Post-graduate degree in an applicable engineering or science discipline, from a recognized university in Canada.</li> <li>2. Experience with Satellite Tool Kit (STK) or other relevant operations planning Software. (226)</li> <li>3. Experience in space hardware or software development, manufacturing, testing or operations. (227)</li> <li>4. Experience in working in an international co-operative program. (228)</li> <li>5. Experience in operations environment. (229)</li> <li>6. Knowledge of systems engineering processes and their relation to project life cycle.</li> <li>7. Knowledge of Remote Sensing or Earth Observation satellite systems.</li> <li>8. Knowledge in telecommunication or telecommunication satellite systems.</li> </ol>

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<p>6. Significant experience in the development and implementation of project management systems, and/or structures, and/or standards or policies. (209)</p> <p>7. Knowledge of Remote Sensing or Earth Observation satellite systems.</p> <p>8. Knowledge in telecommunication or telecommunication satellite systems.</p> <p>9. Knowledge of sciences and space exploration or of scientific satellites systems or space exploration.</p> <p>10. Knowledge of information sources, regulations and directives applicable to project management and risk management in the context of federal government major projects.</p> <p>11. Knowledge of the Canadian Federal Government Integrated Risk Management Framework.</p> <p>12. Experience in analysing, developing and implementing standardized project management policies, processes and tools. (242)</p>	<p>6. Experience in a space engineering Discipline interfacing with Systems Engineering (Safety and Mission Assurance, Production, Project Management, etc.) (215)</p> <p>7. Experience in working in Space Industry or in other Space Agencies. (216)</p> <p>8. Experience in working in an international co-operative program. (217)</p>	<p>9. Knowledge of sciences and space exploration or of scientific satellites systems or space exploration.</p> <p>10. Ability to lead working groups</p>	<p>9. Knowledge of sciences and space exploration or of scientific satellites systems or space exploration.</p> <p>10. Ability to lead working groups</p>

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13. Skills in using cost and schedule management software (such as Primavera, Project Scheduling PS7, or Microsoft project).			
<b>ORGANIZATIONAL NEEDS</b> Membership in one of the designated Employment Equity groups.	<b>ORGANIZATIONAL NEEDS</b> Membership in one of the designated Employment Equity groups.	<b>ORGANIZATIONAL NEEDS</b> Membership in one of the designated Employment Equity groups.	<b>ORGANIZATIONAL NEEDS</b> Membership in one of the designated Employment Equity groups.
<b>CONDITION OF EMPLOYMENT</b> 1. Security Clearance: Secret. 2. Be able to work at other facilities in and outside Canada (some of them requiring special access).	<b>CONDITION OF EMPLOYMENT</b> 1. Security Clearance: Secret. 2. Be able to work at other facilities in and outside Canada (some of them requiring special access).	<b>CONDITION OF EMPLOYMENT</b> 1. Security Clearance: Secret. 2. Be able to work at other facilities in and outside Canada (some of them requiring special access).	<b>CONDITION OF EMPLOYMENT</b> 1. Security Clearance: Secret. 2. Be able to work at other facilities in and outside Canada (some of them requiring special access).
<b>OPERATIONAL REQUIREMENTS</b> 1. Be able to travel in Canada or abroad a few times per year. 2. Be able to work at other facilities in and outside Canada (some of them requiring special access).	<b>OPERATIONAL REQUIREMENTS</b> 1. Be able to travel in Canada or abroad a few times per year. 2. Be able to work at other facilities in and outside Canada (some of them requiring special access).	<b>OPERATIONAL REQUIREMENTS</b> 1. Be able to travel in Canada or abroad 2. Be able to work at other facilities in and outside Canada (some of them requiring special access).	<b>OPERATIONAL REQUIREMENTS</b> 1. Be able to travel in Canada or abroad 2. Be able to work at other facilities in and outside Canada (some of them requiring special access).