

STATEMENTS OF MERIT CRITERIA AND CONDITIONS OF EMPLOYMENT FOR ENG-06

Field of activity: Project Management	Field of activity: Systems Engineering
<p>ESSENTIAL QUALIFICATIONS (GENERIC)</p> <ol style="list-style-type: none"> 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. 2. Significant experience in leading the evaluation, analysis and resolution of programmatic, engineering or operations problems, and in making recommendations. (153) 3. Significant experience in negotiating agreements and resolving problems with technical or management officials of contractor firms and other parties. (154) 4. Significant experience in managing functional or matrix personnel in a project, technical, scientific or operations environment. (155) 5. Knowledge of national and international industries and organizations involved in the space fields. 6. Knowledge of the Canadian Space Program and of the Canadian Space Agency objectives, programs and structure. 7. Knowledge of financial and human resources management principles and practices. 8. Ability to negotiate efficiently. 9. Ability to communicate effectively orally. 10. Ability to communicate effectively in writing. 	<p>ESSENTIAL QUALIFICATIONS (GENERIC)</p> <ol style="list-style-type: none"> 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. 2. Significant experience in leading the evaluation, analysis and resolution of programmatic, engineering or operations problems, and in making recommendations. (153) 3. Significant experience in negotiating agreements and resolving problems with technical or management officials of contractor firms and other parties. (154) 4. Significant experience in managing functional or matrix personnel in a project, technical, scientific or operations environment. (155) 5. Knowledge of national and international industries and organizations involved in the space fields. 6. Knowledge of the Canadian Space Program and of the Canadian Space Agency objectives, programs and structure. 7. Knowledge of financial and human resources management principles and practices. 8. Ability to negotiate efficiently. 9. Ability to communicate effectively orally. 10. Ability to communicate effectively in writing.

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11. Team Work. 12. Initiate and adapt to change. 13. Execute work. 14. Respect of values and ethics. 15. Know and serve client well. 16. Establish and manage partnerships. 17. Leadership.	11. Team Work. 12. Initiate and adapt to change. 13. Execute work. 14. Respect of values and ethics. 15. Know and serve client well. 16. Establish and manage partnerships. 17. Leadership.

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<p>ESSENTIAL QUALIFICATIONS (POSITION SPECIFIC: PROJECT MANAGEMENT)</p> <ol style="list-style-type: none"> 1. Various language profiles: BBB/BBB, BBC/BBC, CBC/CBC, CCC/CCC, English essential 2. Extensive experience in managing complete major high-risk technical or scientific projects, with responsibility for meeting all project objectives: cost, schedule, performance / technical and programmatic. (156) 3. Extensive experience in initiating, negotiating, monitoring and managing contracts with industrial contractors, in a project context. (157) 4. Experience in the development and maintenance of the programmatic and technical framework and documentation of projects, such as Project Approval Documents (PADs), Project Briefs documents, Requests for Proposals and Statements of Work. (158) 5. Experience in using cost and schedule management software (such as Primavera, Project Scheduling PS7, or Microsoft project). (248) 6. Experience in project risk analysis and risk management. (249) 7. Knowledge of project management principles, methods, techniques and practices, based on work breakdown structures, cost and schedule control, risk management, and the use of the project management software tools. 8. Knowledge of systems engineering processes and their relation to space project life cycle. 	<p>ESSENTIAL QUALIFICATIONS (POSITION SPECIFIC: SYSTEMS ENGINEER)</p> <ol style="list-style-type: none"> 1. Various language profiles: BBB/BBB, BBC/BBC, CBC/CBC, CCC/CCC, English essential 2. Extensive experience in working as a System or Sub-system Manager on space projects. (165) 3. Experience in developing and implementing space systems engineering policies, procedures and processes. (166) 4. Knowledge of space systems engineering standards and practices. 5. Knowledge of space mission life cycle. 6. Ability to anticipate, analyze, recommend and lead the resolution of complex engineering problems.

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<p>9. 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>10. Ability to plan, organize and implement work on multiple projects and/or programs to meet all objectives.</p> <p>11. Ability to analyse, develop and implement standardized project management and risk management policies, processes and tools within the Canadian Space Agency, spanning from projects to corporate levels.</p> <p>12. Ability to lead technical reviews (e.g. Preliminary Design Review, Critical Design Review, Systems Requirements Review, etc.) and program evaluations.</p> <p>13. Ability to function effectively in an environment where tight deadlines and a high level of pressure are the norm.</p>	

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<p>ASSET: QUALIFICATIONS</p> <ol style="list-style-type: none"> 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. 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. (161) 3. Experience in leading technical reviews (e.g. Preliminary Design Review, Critical Design Review, Systems Requirements Review, etc.) or program evaluations. (162) 4. Experience with SAP financial system. (244) 5. Experience in negotiating at national and international levels with scientific, technical or contract-oriented organizations. (163) 6. Significant experience in the development and implementation of project management systems, and/or structures, and/or standards or policies. (164) 7. Knowledge of remote sensing or earth observation satellite systems. 8. Knowledge of telecommunications or telecommunication satellite systems. 9. Knowledge of scientific or space exploration satellites or systems. 10. Knowledge of information sources, regulations and directives applicable to project management and risk management in the context of federal government major projects. 	<p>ASSET: QUALIFICATIONS</p> <ol style="list-style-type: none"> 1. Post-graduate degree in an applicable engineering or science discipline, from a recognized university in Canada. 2. Combined significant engineering experience in all of the Space Mission Life-Cycle phases (Definition, Design, Development, and Operations) directly relevant to the duties of the position. (251) 3. Combined significant engineering experience in all types of Space Missions (Communications, Earth Observation, Science) directly relevant to the duties of the position. (252) 4. Significant experience in a space specialty engineering (Electrical, Mechanical, Software, etc) directly relevant to the duties of the position. (245) 5. Experience in a space engineering discipline interfacing with Systems Engineering (Safety and Mission Assurance, Production, Project Management, etc.). (246) 6. Experience in working in space industry or in other space agencies. (167) 7. Experience in working in an international co-operative program. (247)

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<p>11. Knowledge of the Canadian Federal Government Integrated Risk Management Framework.</p> <p>12. Skills in using cost and schedule management software (such as Primavera, Project Scheduling PS7, or Microsoft project).</p> <p>13. Ability to negotiate and resolve disputes between stakeholders and contractors with diverging interests.</p> <p>14. Ability to assess engineering studies and analyses of proposed technical changes, to identify and document the implications of such changes on all aspects of the project, and to make compromises and decisions accordingly.</p>	
<p>ORGANIZATIONAL NEEDS Membership in one of the designated Employment Equity groups.</p>	<p>ORGANIZATIONAL NEEDS Membership in one of the designated Employment Equity groups.</p>

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<p>CONDITION OF EMPLOYMENT</p> <ol style="list-style-type: none">1. Security Clearance: Secret.2. Be able to work at other facilities in and outside Canada (some of them requiring special access).	<p>CONDITION OF EMPLOYMENT</p> <ol style="list-style-type: none">1. Security Clearance: Secret.2. Be able to work at other facilities in and outside Canada (some of them requiring special access).
<p>OPERATIONAL REQUIREMENTS</p> <ol style="list-style-type: none">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).	<p>OPERATIONAL REQUIREMENTS</p> <ol style="list-style-type: none">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).