

SECONDMENT NOTICE

Technology & Master Planning Expert

Seconded National Expert (2 years renewable - ref. SN023)

The SESAR 3 Joint Undertaking has set up a secondment procedure that aims to establish a reserve list for the SNE position of “**Technology & Master Planning Expert**”. 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

If selected, you 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

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
- **Translate complexity into clarity**, making technical concepts accessible for decisionmakers, stakeholders, and the public, strengthening SESAR’s visibility and impact.

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. REQUIREMENTS

Seconded National Experts¹ will be considered for the selection phase on the basis of 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 at least three years.

¹ [Decision of the SESAR 3 JU GB\(D\)19-2021 laying down rules on the secondment of national experts](#)



3.2 Minimum Professional Experience Required

A professional experience of at least 3 years gained after obtaining the minimum qualifications.

3.3 Language Skills Required

The main working language in the field of Air Traffic Management is English. Candidates must therefore have a thorough knowledge of both spoken and written English with a satisfactory knowledge of at least one other official language of the European Union to the extent necessary for the performance of the above mentioned duties.

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

- Have worked for their employer on a permanent or contract basis for at least 12 months before their secondment
- 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 citizen²
- Be physically fit to perform the duties linked to the post

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:

- **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 from an ANSP or CAA perspective. 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

² Prior to the appointment, the successful candidate may be asked to provide a certificate by the competent public service confirming the absence of any criminal record.



4.2. Advantageous Selection Criteria

- A good knowledge of a third EU language would be an asset
- Professional experience in a multicultural environment

5. SELECTION PROCEDURE

The selection process will be carried out by a Selection Panel with the support of the Human Resources Sector of the SESAR 3 JU.

The applications received will be assessed to ascertain their eligibility according to the requirements detailed under Section 3 above.

The Selection Panel will invite eligible applicants to a remote or face-to-face interview in English at the SESAR 3 JU headquarters. The Selection Panel may consider complementing the interview with a presentation or a written test. **The date of the test and/or interview session is scheduled for 20 October 2026** (until further notice and depending on the number of candidates). ***All applicants are kindly invited to take note of this and provisionally reserve this date on their calendars as they may be invited at short notice.***

The Selection Panel will submit to the SESAR 3 JU's Executive Director the list of successful candidates for final decision. This reserve list may be used for requesting the secondment of the applicants for similar post depending on the needs of the SESAR 3 JU and will be valid for 24 months from the date of its establishment (the validity of the reserve list may be extended).

Applicants shall note that the inclusion on a reserve list does not constitute a commitment from the SESAR 3 JU to accept the secondment nor any guarantee of secondment.

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

The selected seconded national expert 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. SECONDMENT AND CONDITIONS OF EMPLOYMENT

The successful national expert is expected to be seconded for a 2-year period (renewable)³. For information on working conditions (including allowances provided for in Chapter III: subsistence allowances, travel expenses, etc.) of SNEs please see:

[https://ec.europa.eu/transparency/documents-register/detail?ref=C\(2008\)6866&lang=en](https://ec.europa.eu/transparency/documents-register/detail?ref=C(2008)6866&lang=en)

³ The selected SNE shall remain in the service of that employer throughout the period of secondment.

8. SUBMISSION OF APPLICATIONS

8.1 Eligibility of Applications

Applicants must send their applications only through the Permanent Representations to the EU of the country from which they are nationals.

Before the application, **the candidates should receive the formal approval/authorisation of their potential secondment from their employer.**

To be considered for this position, the SNEs' Permanent Representation must send the following documents to the SESAR 3 JU:

- A formal approval letter from the national authority intending to detach the expert
- A Curriculum Vitae (CV) in the Europass format available on the following website: <https://europass.europa.eu/en/create-europass-cv>
- A signed motivation letter of no more than one page, explaining why the applicant is interested in the secondment and what would be his/her added value to the SESAR 3 JU if seconded
- The duly completed and signed related declaration of honor with regard to the requirements and selection criteria (cfr Annex)⁴

Candidates are invited to apply in English, to facilitate the selection process.

The title and the exact reference of the secondment notice should be indicated. Applications where the format and/or content of the Europass CV have been modified may be deemed void by the SESAR 3 JU. Copies of diplomas and reference documents should not be submitted with the application. These supporting documents showing evidence of the information given in the CV shall be requested at a later stage.

No correspondence will be exchanged on the status of the application except in the case of a final decision, positive or negative. Applicants 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 has been extended until 30 September 2026 at 17:00 (Local time Brussels).

8.2 Promotion of Equal opportunities

The SESAR 3 Joint Undertaking is an equal opportunity employer and strongly encourages applications from all applicants who fulfil the 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.

8.3 Appeal Procedure

Any appeal regarding the present secondment 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 secondment notice to the Chairman of the selection panel at the following email address: hr@sesarju.eu.

⁴ Editable template declaration also available on the SESAR 3 JU public website [SESAR Joint Undertaking | Open Vacancies](#)



8.4 Personal Data Protection

Please note that applications will not be returned to applicants but will be kept on file by the SESAR JU. The personal information the SESAR 3 JU requests from candidates will be processed in line with Regulation (EC) N° 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals regarding the processing of personal data by the Community institutions and bodies and on the free movement of such data. More information is available on the SESAR 3 JU website under the privacy statement. Should the candidate have any query concerning the processing of his/her personal data, he/she shall address them to the Data Protection Officer at the following email address: [SESAR 3 JU.data-protection@sesarju.eu](mailto:SESAR3JU.data-protection@sesarju.eu).



ANNEX: Declaration of Honor

SECONDED NATIONAL EXPERT Technology & Master Planning Expert Ref. SN023 Declaration of Honor

Last name:

First name:

Nationality:

Gender:

Current employer:

A. Requirements

- (1) Minimum qualifications: I have a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is at least three years: **YES / NO**
- (2) Minimum professional experience: I have professional experience of at least 3 years gained after obtaining the minimum qualifications: **YES / NO**
- (3) Minimum service at current employer: I have been working for at least 12 months on a permanent or contract basis for my current employer: **YES / NO**
- (4) Language skills: I have a thorough knowledge of both spoken and written English with a satisfactory knowledge of at least one other official language of the European Union to the extent necessary for the performance of the duties described in the secondment notice: **YES / NO**
- (5) I am a national of a Member State of the European Union: **YES / NO**
- (6) I am entitled to my full rights as citizen: **YES / NO**
- (7) I have fulfilled any obligations imposed by the applicable laws concerning military service: **YES / NO / NA**
- (8) I am physically fit to perform the duties linked to the post: **YES / NO**

B. Selection Criteria

(1 = slight; 2 = good; 3 = very good; 4 = excellent)

(1) **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:

1 / 2 / 3 / 4

(2) **Experience:** hands-on experience with ATM operations or ATM systems from an ANSP or CAA perspective. Proven ability to analyse complex technical issues, anticipate implications for strategy and support the definition and monitoring of implementation pathways:

1 / 2 / 3 / 4

(3) **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:

1 / 2 / 3 / 4

(4) **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:

1 / 2 / 3 / 4

(5) Professional experience in a multicultural environment:

1 / 2 / 3 / 4

(6) Knowledge of English:

1 / 2 / 3 / 4

(7) Knowledge of a third EU language:

1 / 2 / 3 / 4

Date

Signature