



# SESAR

DEPLOYMENT MANAGER

LET'S DELIVER TOGETHER

SESAR Deployment Alliance AISBL

Performance and Financing

Resourcing Call PF-2019-02 for:

2 Performance, Costs and Benefit Analysis Experts

June 2019



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European Union

## SESAR Deployment - A Brief Introduction

### About the SESAR Deployment Manager function

The SESAR Deployment Manager (SDM) function was established by the Article 9 of European Commission Implementing Regulation (EU) N°409/2013. Under the oversight of the European Commission, the SDM function performs the synchronisation and coordination of the deployment of the “Common Projects”.

A Common Project is a Commission Implementing Regulation which mandates the implementation of the most essential operational and technical changes defined in the European ATM Master Plan, endorsed by the Member States of the European Union and their operational stakeholders.

The first Common Project is known as the Pilot Common Project (PCP) and is defined by the Regulation (EU) N°716/2014. The SDM synchronises and coordinates implementation against the SESAR Deployment Programme which is a project view of the Common Projects, organizing their implementation into optimum sequences of activities by all the stakeholders required to implement.

To develop and maintain the SESAR Deployment Programme in close consultation with all the stakeholders is another important task under the SDM function.

### The SESAR Deployment Alliance

The SESAR Deployment Alliance is the organization which has been selected by the European Commission to perform the SDM function until at least 31st December 2020.

### Legal setup

The SDA AISBL is a “Not-for-Profit” International Association (AISBL) set-up under Belgian Law and composed of leading airlines, airports and air navigation service providers – the managers and users of Europe’s airspace. They are committed to the principle of the Single European Sky and to deploying the technologies that will deliver it to create customer and environmental efficiencies and benefits.

The SDA AISBL is composed of:

- Airlines, represented by the “A4” airspace user grouping;
- Airports, represented by SDAG on behalf of the EEIG Group of Airports;
- Air navigation service providers, represented by the “A6” grouping.

To find out more visit our [website](#).

## The Current Opportunity

To support us in our work in the Performance & Financing Directorate, we are currently looking for:

- **2 Performance, Costs and Benefit Analysis (PCBA) Experts**

### Candidates

This opportunity is open to staff employed by Members of the SESAR Deployment Alliance AISBL.

***SDA AISBL in line with European Commission guidelines seeks to fulfil assignments in the most cost-effective way possible.***

### Applications

**The application must come via your HR focal point directly to the functional mailbox below.**

The application process requires 3 documents:

1. A copy of your CV and any supporting documents proving the experience requirements
2. A Letter of Motivation – why you wish to be considered and what you believe you can contribute to the success of the SESAR Deployment Manager. The letter should also incorporate a declaration of commitment to act independently in the public interest, and your availability for interview.
3. A letter, from your employer supporting your application indicating:
  - The supporting member organisation or its subcontractor (in case of Members' employees);
  - Your daily rate;
  - Your availability to start the assignment.

Applications should be sent to: [hr@sesardeploymentmanager.eu](mailto:hr@sesardeploymentmanager.eu) by **12 July 2019 24.00 CET at the latest.**

### Interviews

We will invite successful candidates for interview as soon as possible after the closing date in the week commencing **15 July 2019**. Interviews will be held in Brussels or via Webex call. Reasonable travel expenses incurred wholly and exclusively for the purposes of attending the interview are direct costs recoverable by your employer through the grant claim process. Interviews will take approximately 60 minutes and may include a task based exercise.

## Required Services

|                         |   |
|-------------------------|---|
| <b>Title</b>            | <b>Performance &amp; Costs and Benefits Analysis (PCBA) Expert</b>  |
| <b>Location</b>         | Minimum 70% at SDA AISBL Headquarters, Brussels, Belgium: <ul style="list-style-type: none"> <li>At least 2 days a week during core office days, Tuesdays through Thursdays, at SDA offices in Brussels</li> </ul>  |
| <b>Duration</b>         | 2 years commencing September 2, 2019  |
| <b>Accountable to</b>   | The Head of Performance & Financing (PF) of the SESAR Deployment Alliance (SDA) AISBL   |
| <b>Accountable for</b>  | The provision of expert advice and guidance in the development of performance assessments and CBAs related to the Deployment Programme, in all phases of the implementing projects' lifecycle (e.g. before awarding decision, during implementation phase, after completion)  |
| <b>Scope</b>            | The content of the Pilot Common Project, any subsequent variations and any additional Common Projects as directed by the European Commission  |
| <b>Accountabilities</b> | <ul style="list-style-type: none"> <li>To collect and manage data (internal and external) to analyse performance, costs and benefits related to the PCP, the Deployment Program or specific projects or groups of projects;</li> <li>To support the completion of the associated CBAs and performance assessments, in coordination with the PF team, the implementing partners and external key partners such as the Network Manager (NM). As SDM is switching progressively from the monitoring of the expected contribution of on-going projects to the actual contribution of completed projects, a special focus and effort is required to deliver CBAs and contribution to performance of the completed projects;</li> <li>To review the most relevant performance assessment and CBA methodologies and propose methodology improvements if applicable;</li> <li>In the methodological approach, to support process and data alignment with all relevant sources to SES (ATM Master Plan, Performance scheme...);</li> <li>To integrate the outcomes in the SDM monitoring tools and to report through internal and external presentations and deliverables such as the Execution Progress Report (EPR) of the Deployment Program (or other reporting documents that might be required by the EC);</li> <li>According to the needs or the applicant's main area of expertise (ANSP, airline or airport), specific fields of analysis may be defined</li> </ul> |
| <b>Competencies</b>     | <p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>Good technical understanding of the ATM functionalities;</li> <li>Previous experience of data analysis in the field of ATM;</li> <li>Previous experience of business cases and CBAs in the field of ATM with associated Key Performance Indicators;</li> <li>Educational achievement and qualifications commensurate with the breadth and technical content of the role;</li> <li>Good knowledge of written and oral English;</li> <li>Openness and Communication skills; Flexibility; Personal autonomy</li> </ul> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>Experience gained in a multicultural and multilingual context;</li> <li>Good understanding of research and developments in the field of ATM in particular the SESAR Project;</li> <li>Conversant with the European funding mechanisms to make the SES.</li> </ul>   |

## Next Steps

### Appointment and Conditions of Assignment Principles

Any assignment resulting from this resourcing call will not lead to a contract of employment. The successful applicant will be supplied through Members of the SDA AISBL.

### Applicants through Members

Throughout the assignment, individuals will remain an employee of their sponsoring employer's organisation. They are subject at all times to that employers' terms and conditions of employment, such as may from time to time be operable; including their policies for sickness absence, leave of absence, international assignments and the payment of relocation and any other approved allowances and/or business expenses.

Assigned employees will continue to receive their salary, allowances and any other benefits as may be agreed by their sponsoring employer and will remain covered by their existing social security and/or pension arrangements.

Whilst undertaking their SDA AISBL assignment individuals will continue to have a manager within their sponsoring employer organisation, including for the approval of absences and any disciplinary matters.

Posted employees not usually based in Belgium are required by Belgian Law to make a **Limosa** declaration. For more information, please consult the following link:

[https://www.international.socialsecurity.be/working\\_in\\_belgium/en/limosa.html](https://www.international.socialsecurity.be/working_in_belgium/en/limosa.html)

### Assignment Descriptions

The assignment descriptions reflect the general nature of the tasks to be performed. However, they are not intended to be an exhaustive list of all duties, responsibilities or deliverables which may change due to the dynamic environment SDA AISBL works in.

### Flexibility on location of work

Core office days at SDA offices in Brussels are Tuesdays through Thursdays.

For positions 80% and greater, assigned staff shall spend at least 3 days a week during core office days at SDA offices in Brussels.

For positions greater 60%, assigned staff shall spend at least 2 days a week during core office days at SDA offices in Brussels.

For positions 60% and less, assigned staff shall spend at least 1 day a week during core office days at SDA offices in Brussels.

### Duration

The SDA AISBL performs its activities under a Framework Partnership Agreement concluded with the European Commission, which currently last until December 2020. Work is carried-out against Specific Grant Agreements which currently run until end of 2023.

The duration of the required services has been set to 2 years commencing the starting date of the assignment and is subject to the terms and conditions of the Resource Service Agreement between the SDA AISBL and the sponsoring Member organisation.