



JOB OFFER

Created in 2009, **ESSP** is a young and dynamic company, a **pan European service provider**, certified by EASA (the European Union Aviation Safety Agency) to deliver safety-critical services. Our mission is to operate and provide **Communication, Navigation and Surveillance (CNS)** services, among which, the main one is, the **EGNOS service** (the European Geostationary Navigation Overlay Service), on behalf of the EUSPA (the European Agency for Space).

ESSP Corporate Video: https://www.youtube.com/watch?v=u_FKtcaN8YE

ESSP Website career: <https://www.essp-sas.eu/human-resources/careers/>

In ESSP we are looking for a:

QUALITY MANAGER - (F/M)

We are looking for a **Quality Manager** who, in collaboration with the management team, will be in charge of **defining and implementing a quality policy adapted to the company's strategic objectives, and a management system that complies with applicable standards and regulations. Furthermore, the Quality Manager will contribute to activity and cost estimates concerning Quality topics in pre-sales campaigns.**

For these activities, we are looking for someone with at least **5 years' experience in Team Management in quality domain and 5 years in space or aeronautics domain** with a **very good level of English** (minimum B2).

Your main responsibilities/activities will be:

As Team Manager, you will ensure the leadership and coordination of the Quality team, follow the workload plan, ensure the proper adequacy of resources within your scope, and monitor activities.

Quality Policy: define and implement the company's quality assurance policy, in line with the company's strategic objectives.

Management System:

- Support and improve the company's management system compatible with the various services provided by the company. The main services EGNOS and IRIS are also certified by EASA: European Union Aviation Safety Agency,
- Ensure the maintenance of the certification of the management system to the ISO9001 standard: preparation/coordination of the yearly ISO9001 audit, in coordination with cybersecurity team for ISO27001.

Awareness and Quality culture:

- Raise awareness of the company to the importance of quality and customer satisfaction,
- Coordinate the planning and execution of all awareness on key topics of the company.

Audit:

- Responsible for the preparation/execution of the company's yearly audit plan, in coordination with the Certification Responsible and the Chief Security Officer. This plan covers the following areas: quality, security, safety and export control.
- Functionally lead a team of internal auditors covering the above-mentioned areas.



Compliance with customer requirements:

In accordance with the quality assurance policy ensure the operation and continuous improvement of:

- The company's documentation management processes and tools,
- Processes and tools for managing requirements and the traceability of their cascade internally and in the supply chain,
- Processes and tools for configuration management of the company's various assets or those owned by our customers according to their requirements (hardware, software, document assets),
- Quality assurance processes and tools for software development, in accordance with DO-178, DO-278, ED109 standards. Ensure functional responsibility for the software inventory tool (SWIFT),
- Processes and tools for the management of changes to the organizational and/or functional system: coordination of impact analyses and Change Control Boards by a member of your team,
- Project/product operational quality activities:
 - o Control plans,
 - o Inspection and verification activities according to control plans,
 - o Management of customer deliveries according to the formalism in force.
- Anomaly management processes and tools:
 - o Lead of anomaly monitoring committees by the quality engineers of your team,
 - o Functional responsibility for anomaly management tools (OCRe): maintenance, evolutions, access rights management.

Continuous improvement:

- Set up and improve processes and tools for managing non-conformities and corrective actions,
- Be a leader with your team in activities to resolve findings from audits (EASA, ISO): root cause analysis in a multi-business team, definition and implementation of corrective and preventive actions, verification of the effectiveness of these actions,
- Set up methods and tools for continuous improvement (Lean, Six Sigma, Kaizen, Business Process Re-engineering),
- Set up methods and tools for analyzing the company's KPIs.

PROFILE:

- Knowledge of quality standards (ISO 9001) and management systems
- Ability to manage a team and effectively organize cross-functional activities
- Initiative and proactivity
- Leadership and influence in change management
- Autonomy, combined with the ability to escalate major issues
- Ability to summarize, organize and be rigorous
- Very good level of English (B2-C1) - CECRL

Knowledge of European and EASA regulations would be a plus

JOB SPECIFICATIONS:

Engineering degree in quality or equivalent

Available for **punctual travels** mainly in Europe

Subject to constraints of minimum presence during normal vacation periods (July/August, Christmas, February, Easter).



HUMAN RESOURCES

Recruitment process:

- **1st interview** is held by the direct manager of the position you applied for (technical interview)
- **2nd interview** is held by HR Unit

Remuneration package:

- **Variables:** bonuses based on objectives
- Profit-sharing
- **Teleworking:** up to 2 days/week
- **Tickets Restaurant (card)**
- **Family Health Insurance**
- **Sustainable Mobility Package:** Home/Office travels reimbursement if car sharing or bicycling
- Reimbursement of **75% of public transport** subscription

Please send your application file only by e-mail to the following address: recrut@essp-sas.eu

Job Location: Toulouse (France)

Type of Contract: Full time / Permanent

ESSP is committed to cultural diversity, gender equality and the employment of disabled workers.