Senior Mission Operations Engineer - Space Systems

Axient Systems B.V., Delft

Lead mission operations engineering. Shape the mission. Be there when it flies.

At Axient Systems we are building sovereign Dutch space capability. From Delft, at the heart of the Dutch aerospace ecosystem, we develop advanced satellite systems for the Netherlands Ministry of Defence and other government and commercial customers. Our work spans mission integration, earth observation, secure communications, and space systems engineering. We are responsible for mission integration on PAMI-1, the satellite that will give the Netherlands its own optical space capability.

We are looking for an experienced Senior Mission Operations Engineer to provide technical leadership across mission operations, from operational preparation through launch and commissioning to handover.

The Opportunity

You report to the Mission Operations Lead and act as deputy; the Lead owns the discipline and the readiness recommendation, you own the technical content behind it. You will provide technical oversight and assurance of mission operations products and activities. You will work directly with the subsystem and payload suppliers and the ground segment providers, ensuring that procedures, databases, operational plans and tools meet the standards required for safe and reliable mission execution. Operations contractors may write procedures, run the simulator and staff consoles. You specify that work, review it, and accept or reject it on technical grounds.

During rehearsals, LEOP and commissioning you act as Flight Director when formally assigned: you lead real-time operations, make the decisions within delegated authority, and lead the first response to an anomaly.

This is an opportunity to combine senior technical responsibility with hands-on operational leadership and help establish Axient's mission operations capability.

Key Responsibilities

- **Flight Director:** act as Flight Director in rehearsals, LEOP and commissioning when formally assigned, leading real-time operations and making the decisions within delegated authority.
- **LEOP and commissioning preparation:** lead the technical preparation of LEOP and commissioning: develop the commissioning plan with the Mission Operations Lead, the operational timeline, the sequence of events, the commissioning procedures and the contingency procedures, consistent with the spacecraft design and its verification status.
- **Verification and rehearsals:** lead the operations side of the end-to-end test campaign, which procedures and database items each test validates, and the mission rehearsal programme: scenarios, injected failures, entry and exit criteria and debriefs. Ensure that identified discrepancies are resolved before operational use.
- **Anomaly investigation:** lead operational anomaly investigations from initial detection through recovery, coordinate the input of the spacecraft and subsystem engineers, and prepare the cases for the Anomaly Review Board during commissioning.
- **Operations products:** define the review and acceptance criteria for flight procedures, mission databases, operator displays, timelines, command loads and automation scripts.

- **Supplier and contractor oversight:** define the scope, deliverables, interfaces and acceptance criteria for operations work placed with subsystem and payload suppliers and operations contractors. Review their deliverables, resolve technical discrepancies and accept or reject them within delegated authority.
- **Operability:** bring operations requirements into the design reviews and into the operations sections of supplier specifications.
- **Readiness and mentoring:** assess the technical completeness of the operational products and the verification evidence, give readiness recommendations to the Mission Operations Lead, and mentor the mission operations engineers.

Essential Qualifications

- Bachelor's or Master's degree in Aerospace Engineering, Space Systems Engineering or a related technical discipline
- At least seven years of experience in spacecraft operations or mission operations engineering
- Participation in at least one LEOP and commissioning campaign for an operational spacecraft, on console
- Hands-on experience developing flight procedures and satellite mission database content
- Demonstrated experience technically reviewing and accepting operational deliverables from suppliers or contractors, or delivering such products through a formal acceptance process
- Experience leading mission rehearsals, simulation campaigns or end-to-end operational verification, including scenarios with injected failures
- Demonstrated experience investigating and managing in-orbit anomalies, including operational recovery
- Fluent English
- On-site work in Delft, limited hybrid working possible
- Willing and able to undergo security screening (VGB-B) by the Dutch security services

Desirable Qualifications

- Working proficiency in Dutch
- Experience with Earth observation missions, optical payload operations or laser communication terminals
- Familiarity with ECSS operations and verification standards and PUS
- Experience with European and US spacecraft operations practices
- Familiarity with mission control systems such as SCOS-2000, Yamcs or OpenC3 COSMOS
- Experience working with defence or governmental customers
- Experience mentoring or technically supervising mission operations personnel
- Experience in a real-time operational decision-making role, such as Flight Director or Spacecraft Operations Manager

What We Offer

Take technical leadership. Lead the technical side of mission operations for a strategically important national satellite mission while the function is being built.

Influence the mission. Work directly with subsystem and payload suppliers and operations contractors to shape how the mission is operated.

Lead when it matters. Act as Flight Director during rehearsals, LEOP and commissioning.

A market-aligned salary and benefits, and room to grow as the Dutch organisation scales.

Interested?

Apply via the vacancy on LinkedIn or the registration form on our website.

A positive outcome of Dutch national security screening (VGB-B), conducted by the Military Intelligence and Security Service (MIVD), is a condition of employment. You can read more about this on the website of the MIVD.

In your application, include a short description of one operational product (procedure, database, display or timeline) that you rejected, returned for correction or found unsuitable for operational use: what was wrong with it, how you identified the issue, its potential operational impact, and what corrective actions followed.

Please also specify the LEOP and commissioning campaigns in which you participated, the spacecraft involved, and the operational role and decision-making responsibilities you held.

These examples are essential to our selection process and help us assess your technical judgement, operational experience and ability to provide technical leadership during critical mission activities.