Senior Systems Engineer at Axient Systems

Location: Axient Systems office – Delft, The Netherlands

This role requires Dutch security screening. You will need a VOG (Certificate of Conduct) to start, which is quick to obtain and lets you begin work on the project immediately. You will also need to obtain a VGB-B clearance. This takes longer, and we support you through it. It is required for some aspects of the role, so you must be eligible for it and willing to undergo the screening, but you do not need to have it in hand to join us.

About us
At Axient Systems, we are shaping the future of sovereign space capability. Based in Delft, at the heart of the Dutch aerospace ecosystem, we develop advanced satellite systems that support critical commercial and government missions. Our solutions enable secure communications, defence, security, and resilient infrastructure where performance and reliability are essential.

As a growing and ambitious organisation, we offer professionals the opportunity to contribute directly to innovative space projects that make a real impact on society, security, and technological progress. We are looking for a senior systems engineer who shapes and owns the project systems engineering process.

The project
You will shape and own the systems engineering process for the development of a space vehicle, from kick-off through to launch and commissioning. We cannot name the spacecraft or the customer in a public advertisement. We will describe the project in detail once you are in process.

What you will own
- The systems engineering process across the full mission (space, ground, launch and operations segments)
- Decomposition of mission requirements to system and subsystem level, and the requirements analysis behind it.
- Functional decomposition, analysis and allocation across all aspects of a space mission.
- System architecture and design concepts, hardware and software.
- Internal and external interfaces, and overall system functionality and performance.
- Trade studies, parametric analysis, alternatives and technical risk assessment.
- Design synthesis, verification and validation.
- The technical baseline: documented, maintained, controlled.

You have the following demonstrable competencies:
- You have a strong systems thinking mindset and the ability to break down complexity.

- You have both a very wide breadth of knowledge (integrative skills) and a deep knowledge of a handful of topics (specialist skills) relevant for space engineering and design. You also have strong foundational skills in science, technology and mathematics, and the ability to apply first-principles thinking to implement multi-disciplinary approaches to highly technical issues.
- You leverage MBSE throughout the systems engineering lifecycle and understand how MBSE can drive improvements in project cost, schedule, or performance objectives.
- You have the ability to make balanced decisions and take risks rationally.
- You can hold a technical position under cost and schedule pressure, and know when the right answer is to concede one.
- You carry the engineering team with you by argument rather than authority.

Essential Qualifications

- Eligible for a Dutch VGB-B clearance.
- Engineering degree.
- 5+ years as a systems engineer, at least part of it senior.
- Demonstrable ownership of a requirements baseline on a real project, not participation in one.
- Fluent English.
- Comfortable in a multidisciplinary, transatlantic team.

Desirable Qualifications

- Space sector experience.
- Defence sector experience.
- Experience working with optical instruments and opto-mechatronics.
- Experience in selecting, tailoring and implementing SE standards (ECSS, NASA, MIL-STD).
- CAMEO Systems Modeler / No Magic.
- Dutch language proficiency.

What We Offer

A senior role at the centre of a space vehicle development project, alongside engineers, project managers, and domain specialists.
Competitive, market-aligned salary and benefits, real ownership of your discipline, and room to grow as the organisation scales.

Interested?

Apply via the vacancy on LinkedIn or the registration form on our website.
In your application, include a short description of one requirements decomposition or architecture trade you owned: the requirement or trade in question, the alternatives you evaluated, the criteria you used, the decision, and what you got wrong.