



Flight Software Engineer - Space Systems

Axient Systems B.V., Delft

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 a Flight Software Engineer to help design, develop, and verify the on-board software that routes and processes data on PAMI-1.

The Role

You help develop and verify satellite on-board software for data routing and processing. This is flight software: it has to be right, it has to run within tight hardware constraints, and it has to survive an environment where you cannot simply patch it once it is in orbit.

You implement and test well-defined parts of the software, working to an architecture set together with the senior engineers. You will work at the interface between software, systems, and hardware, and you will take on more ownership as you grow into the role. On a programme of this size, good work is visible and your contribution matters from day one.

You will report to the Lead Software Engineer.

Key Responsibilities

- *Code.* Develop code that integrates several complex interfaces and routes data between them.
- *Software architecture.* Contribute to the software architecture under the guidance of senior engineers.
- *Systems engineering.* Support the systems engineering process of requirements generation and functional flow-down.
- *Testing and validation.* Create unit tests, perform system-level testing, and support hardware-in-the-loop setups to verify software functionality.
- *Maintain and document.* Write clean, maintainable code and produce clear technical documentation to support design reviews and system audits.
- *Collaborate.* Work closely with the electrical, mechanical, and systems engineering teams to deliver integrated solutions.

What You Bring

Essential

- At least 2 years of experience in embedded / low-level software development or a strong track record from study and internships
- An understanding of real-time, or near-real-time, applications
- A degree in computer science, electrical engineering, embedded systems, or a comparable field
- Proficiency in C, C++, and Python



- A working understanding of UART and Ethernet
- Exposure to test-driven development, CI/CD workflows, and Git
- Fluent English
- On-site work in Delft, limited hybrid working possible

Desirable

- Experience with spacecraft flight software, or comparable vehicle software requiring a high level of reliability
- Experience with real-time Linux and RTOS
- Familiarity with networking technologies such as TCP/IP, UDP/IP, and FTP
- CAN-bus, I2C, SPI, SpaceWire
- Experience with CCSDS and ECSS space protocols such as CFDP and PUS
- Familiarity with MISRA / AUTOSAR guidelines and/or ECSS coding standards
- Experience with encryption and security
- Experience with Rust
- Working proficiency in Dutch

What We Offer

A role at the centre of a national space programme, on software that has to work when it matters, in an organisation small enough that your standards become the organisation's standards. Direct influence over how our flight software is built.

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

Particularities

A Certificate of Conduct (VOG) is required on joining.

Interested?

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

In your application, include a short description of one piece of flight or safety-critical software you wrote yourself: the reliability constraint that shaped the design, and one defect that reached integration or test, how you found it, and what you changed. Applications without this description will not be reviewed.