

Senior Systems Engineer

Axient Systems B.V., Delft - The Netherlands

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 systems engineering of a space vehicle, and who becomes the right hand of our mission / system architect as the engineering team grows around them.

The project

You will shape and own the systems engineering of a space vehicle, from kick-off through design and qualification to launch and commissioning. This is the senior position in a growing systems engineering team: you take the technical baseline as a whole, and as the team grows you set the way of working for the systems engineers who take a domain each.

What you will own

- The systems engineering process at space vehicle level, and its interface with the mission-level systems engineering.
- The systems engineering plan (SEMP): you write it, you keep it current, and you make sure the disciplines actually work to it.
- Decomposition of mission requirements to system and subsystem level, and the requirements analysis behind it.
- Functional decomposition, analysis and allocation across the vehicle.
- System design concepts, hardware and software, within the architecture set by our mission / system architect.
- 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 as a whole: documented, maintained, controlled, and defensible at every review.
- The way of working of the systems engineering team as it grows: the standards, the templates and the review of what your colleagues produce.

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 work comfortably in a model-based environment: you contribute to the system model and to the requirements database rather than working around them, and you 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.

Your Profile

- Engineering degree.
- 8+ years as a systems engineer, with several years in a senior or lead position.
- Demonstrable ownership of a requirements baseline on a real project, not participation in one.
- Fluent English.
- Comfortable in a multidisciplinary, transatlantic team.

Desirable Skills & Experience

- 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 / SysML and DOORS.
- Fluent Dutch.

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.
- On-site work in Delft, limited hybrid working possible.

Particularities

This role is subject to Dutch security screening requirements. To start in the position, you will need to obtain a VOG (Certificate of Conduct). This is generally a straightforward process and allows you to begin working on the project without delay.

For certain responsibilities within the role, a VGB-B security clearance may also be required. As this screening process can take more time, you do not need to have the clearance in place when you join us. However, you must be eligible for VGB-B clearance and willing to undergo the required screening. We will support and guide you throughout the process.

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. Applications without this description will not be reviewed.