

# Follow up of the Agency consultation meeting with 8 EU Member States not Members of ESA

National Trainee Scheme

ESA/ESTEC -Noordwijk

30 May 2011

During the consultation meeting with 8 EU Member States not Members of ESA on 26 January 2011 in Brussels, Mr Mariano Gago, Minister for Science, Technology and Higher Education presented the Portuguese Trainee Programme

>>> all the delegations declared their interest in this scheme.

DG agreed to consult ESA Member States and ESA Directors on this opportunity and as a consequence all were all supportive of this idea.

## Main principles

### 1. Who

National Entity

&

ESA

### 2. For who

University graduates from the 8 EU countries not yet members of ESA: **Cyprus, Estonia, Hungary, Latvia, Lithuania, Poland, the Slovak Republic and Slovenia.**

### 3. Objectives

To offer recent university graduates the opportunity to gain practical hands-on experience at ESA in a variety of space-related disciplines. Traineeships are offered in such fields as space science, Earth observation, telecommunications, navigation, mission control and human spaceflight.

### 4. Duration

12 months

## 5. Selection procedure

- the annual recruitment procedure is run by the national entity with the support of ESA
- the national entity indicates areas of interest and ESA prepares training opportunities
- the national entity issues a call for applications including these opportunities
- the national entity shortlists the candidates and conducts the interviews with the optional support of an ESA HR expert, selecting candidates and backups to be proposed
- ESA tutors give final approval to proposed candidates

## 6. Status

The status of national trainees is similar to that of ESA Young Graduate Trainees. A key difference is that national trainees are not staff members.

## 7. Tutoring

Each trainee is assigned a tutor, who helps him or her adjust to the new environment, provides guidance and supports his or her integration into the team in question with a view to ensuring a suitable learning environment.

## 8. Cost

The national entity covers all costs, including salaries, take-up duty allowance, and health insurance, and are responsible for issuing employment contracts. However, all trainees must follow ESA Rules, Regulations and Instruction.

## **Yearly recruitment figures**

Spain (10-15), Germany (10-12), Greece (8-10), Portugal (6-8).

**Thank you for your attention**

**Tour de table**