



**VÉA Sourcing search campaign**

# **International Aerospace Agile & Lean Transformation Consultants**

**Reference 496**  
**September 14<sup>th</sup>, 2020**



**Dear all,**

**We're looking for INTL Aerospace Transformation Consultants for the deployment and the support of the AGILE and LEAN methodologies.**

**This is a 4 to 5 years assignment, intended for Freelance candidates.**



## POSITION

- **Aerospace Transformation Consultants** (several open positions)



## CLIENT

Our Client is a Space Agency carrying out launch operations.



## LOCATION

France, Europe and overseas.

Candidates need to have the necessary authorizations to enter the Customer's sites.

Home Office work is authorized, for a large part of the mission (the trend may be reversed if the health crisis becomes less severe).



## SCOPE

In order to prepare for the future, gain in efficiency and integrate new technologies, our Client will carry out an ambitious program to modernize the bases facilities.

New launch systems, more modern management methods, environmental concerns, process optimization, simplification of procedures, optimization of time will request support in Change Management (**Agile Project Management, Lean-Six Sigma methods, Operational Excellence**, etc.).

Therefore, an experienced Project Team is being recruited to support the employees, over several years, in order to:

- Challenge the existing processes
- Animate the definition of "new" processes by providing a Customer focus to each step
- Develop a collaborative approach contributing to the introduction of a startup mindset and a framework of trust within the teams
- Facilitate Lean A3 Problem Solving sessions to raise awareness on Lean Methods
- Accompany the project staff using the AGILE method
- Coach PM, PO and Architects
- Accompany each core team member in the project process.
- Propose recommendations
- Define and concretize the organizational AGILE structure
- Bring expertise on the shop floor
- Bring a strong support as a Scrum according to the needs
- Define the process for upgrading staff skills (managerial / behavioral / Technical)



## TECHNICAL PROFILE

You are a graduate of higher professional education or university with appropriate Project Management methodology qualification & a good large and complex AEROSPACE projects experience.

Applicants must have the necessary skills and expertise, a proven track record in **Lean**, **SCRUM** and **Agile** methodologies, to cover the development activities and the application of these methods to a Space Project

A knowledge of the development of space systems and of the launch bases is necessary.

A knowledge of the ECSS standard applicable to European space activities is a bonus.

You can manage and influence at a strategic level.

You can visualize the necessary change and awareness required for building a flexible, Agile organization.

You have ample organizational sensitiveness, you know how to use it and can use it to your advantage.

You are capable of identifying the various parties and actors in a complex environment and understanding the different interests, processes and force fields.

Your style is flexible and you can make focused choices between desired roles: advisory or guiding at the organizational level, coaching at the individual level. You can also take the lead if the Client organization is not yet mature enough to do it on its own.

You have a real and inherent passion for the Transformation Projects Philosophy and the ambition to make a valuable and active contribution within the Agile project community.



## REMUNERATION

850 to 1.000€ / day, subject to negotiation, expenses fully reimbursed, base home.



## PROBABILITY

Certain.

## LANGUAGES

**French** and **English** (read, spoken, written) are mandatory.

## START / END

Prior to the end of this year, tbc.

## WORKLOAD

- Full time, for 4 years+ (more than 1000 estimated days, to be confirmed)

Interested? Thanks to forward us a **Word document** including your **COVER LETTER**, your updated **RESUME** (in **FRENCH**) and, the results of [your self-assessment](#), respecting the requested [Template 1 format from our website](#), mentioning the **496** reference and the country you're applying to. Please send a unique / central file.

Only complete applications, strictly answering to the expected criteria, will be addressed.

If no answer was given to you after a period of 10 days, please consider your application as not selected.

**VÉA Sourcing helps you to recruit your Project Managers, Experts, Management Consultants, Interim and Transition Managers, worldwide.**

*If this role isn't right for you, don't forget to forward it to your own consulting network - it may be perfect for someone else!*



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**Note taking:**

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