



Edition May 2014

Career Newsletter

Dear Reader,

We hope you enjoy our Career Newsletter with hot **News**, an article on **International Recruitment** and **your first day at work**.

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Inspiration at ILA 2014



From left to right: Johannes von Thadden, Simonetta Di Pippo, Claudia Kessler, Brigitte Zypries, Jean-Yves Le Gall.

At the Berlin Air Show ILA 2014 Women In Aerospace- Europe (WIA-Europe) organised a panel discussion to celebrate their fifth anniversary. The panel was moderated by HE Space CEO Claudia Kessler and featured Brigitte Zypries, Secretary of State for the German Federal Ministry of Economic Affairs and Energy and German Coordinator for Aerospace, Jean-Yves Le Gall, President of the French Space Agency CNES, Dr. Johannes von Thadden, Senior Vice President International and Space Institutions, Airbus Defence and Space and Simonetta di Pippo, President of WIA-Europe and Director of the United Nations Office for Outer Space Affairs (UNOOSA).

This discussion held on 22 May focused on how the situation has evolved in the last five years and what should be done to improve the economic and social value of space activities. The panelists agreed that one major key to advancing careers for young women is building a strong network. For Germany Ms. Zypries confirmed that the draft law for gender equality in the supervisory boards of large enterprises, as agreed in the German coalition treaty, is on its way.

International Recruitment

Calling a candidate in France from the Netherlands about a position in the UK for a customer in Germany...



International recruitment is becoming more and more everyday business for many companies. Why?

There are two main reasons:

The pool of suitable candidates for a given job is much larger.

People are moving more easily between countries in order to get an interesting job.

Open borders, the economic crisis, a desire to see and learn something new – read: 'people are now more flexible' – have made it possible to fill the gap in the market.

Global research in 2013* showed that 54 % of professionals would consider moving abroad; only 8 % said they would not move.

Employers understand that they need to look outside their borders and evaluation using online tools has made international recruitment easier. In 2013, 38% of professionals had already moved abroad for a job and the number will grow in the coming years.

Still, there are many challenges for both sides: the company and the potential employee. There is creating and fitting in to the multicultural company culture on the one hand; social life outside work on the other hand. Around it there are many daily issues: legal, cultural (again), practical, etc. But from the HE Space point of view: it works!

For more than 30 years we have been offering our candidates their dream jobs, supporting them with professional knowledge in their changing environment in order to fill our customers' specialist positions.

"We are moving with the times", we say. But one thing does not and will not change: *personal contact*. Even if somebody is a thousand miles away, we will invest our time, energy and professional support because we know it is much needed – more than for someone located close by. It does not matter if it is a potential employee, a current employee, a customer, or a potential new partner. And making that possible will guarantee success for every international recruitment case.

*Source: "Global professionals on the move-2013", Hydrogen group, ESCP Europe

Your first day at work

What to do

The first day in a new job
is exciting and
sometimes a bit

daunting. How do you make the most of your first day?

Our advice is to take a proactive approach.

★ Prepare and ask questions although a first day is usually an induction day with a lot of forms to fill in and people to meet.



★ The first day sets the tone for the rest of your career. Use it to demonstrate your curiosity and eagerness to learn.

★ Prepare an elevator pitch! On your first day you will meet a lot of new people and an elevator pitch, a short introduction you have prepared about yourself, your previous employment and what your new role in the company will be, will certainly come in handy.

★ Show up early whether you take public transport or your own car, leave early so you arrive on time.

★ Look and play the part.

★ Listen and observe.

★ This is your opportunity to grasp the big picture.

What to expect on your first day at HE Space

Before you join HE Space you have already been in contact with our recruiters and our HR manager. Now it's time to welcome you on board and introduce you to the rest of the team. Our HR officer has planned an induction day for you. Each staff member will introduce him or herself and explain their role.

Depending on the location where you start one of our staff will take you to your new work location.

With your permission we will take a picture which will be used to introduce you to all our employees in our employee newsletter.

Dreams for Engineers - TOP companies to work for

Do you want to know which top companies to work for in Germany? The 100 most popular employers selected by engineering students nearing the end of their studies were published in the German **Trendence Graduate Barometer 2014**.

Among the Top 15 companies these young engineers would love to work for are EADS (now Airbus group) and the German Centre for Aerospace (DLR).

We can bring you closer to your dream job in the space business at EADS or DLR - just apply now and **send us** your CV!



5 Star Jobs

Our latest star jobs!

- ★ Science Operations Engineer for LISA Pathfinder in Madrid
- ★ Control Centre Engineer in Darmstadt
- ★ Data Processing Operations Engineer in Darmstadt
- ★ Space Operations Development Engineer in Bremen
- ★ Galileo Mission Planner Support in Munich

For **more vacancies** check our website!

HE Space live

3 & 4 June Industry Space Days at ESTEC,
Noordwijk, the Netherlands

28 June- 2 July Toulouse Space Show,
Toulouse, France

**Check out what our employees say
about HE Space!
Behind the scenes!**

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