



Unlocking the Future: Recruitment Solutions for the Space Industry

Prepared by:

Adam Slade, Recruitment Manager, Darwin Space



Weihenstephaner Str. 12,
81673 Munich



www.darwin-space.com



Foreword:



The global space economy was valued at \$447 billion in 2020 and is projected to reach over \$1 trillion by 2030. Despite this growth, 94% of space organizations are struggling to recruit and retain talent.

In recent years, governments and private investors have recognized the strategic importance of space technology, leading to significant investments and advancements in the field. Germany has emerged as the leader in space funding within Europe for 2023, while Italy has shown the fastest growth. Since 2018, the UK remains the top European country for funding raised, with Germany, France, and Finland following closely.

Europe has attracted over one-fifth of global venture capital funding in Space Upstream since 2018, the highest share after the US. The US excels in markets such as launch vehicles and space utilities, while European markets are making significant strides in mission planning and control, communication satellites, and earth observation satellites.

Munich is a key hub for European VC-backed space startups, hosting companies like Isar Aerospace and The Exploration Company. Meanwhile, Toulouse and Paris are central hubs for French space tech startups, benefiting from a rich heritage in the space industry with major players like CNES, Airbus, and Thales Alenia Space.

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In today's competitive landscape, securing the right talent is vital for success. We understand the unique challenges within the NewSpace and satellite sectors and are dedicated to helping you attract and retain the best professionals. Whether building a team from scratch or enhancing your existing workforce, our expertise in NewSpace recruitment ensures you have the right people to propel your success.





Our Focus:



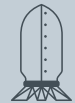
SUPERCRAFT/
SATELLITE
SYSTEM
ENGINEERING



GROUND
ENGINEERING



OPTICAL
SATELLITE
COMMUNICATIONS



PAYLOAD
ENGINEERING



RF ENGINEERING
ANTENNA DESGN



REMOTE SENSING /
EARTH
OBSERVATION



BUSINESS
DEVELOPMENT /
SALES



AIRCRAFT
MANUFACTURING



LAUNCH SERVICES
/ PROPULSION



AVIONICS



AIRCRAFT
SUBSYSTEM
ENGINEERING



AVIATION



The global space market is projected to reach over \$1 trillion by 2030. When compared to its value of \$447 billion in 2020, this exponential growth will continue to impact the ever-widening skills gap.

Our Workforce Solutions:

CONTINGENCY RECRUITMENT:

You'll be designated a team of specialist recruiters, dedicated to sourcing and nurturing highly skilled talent pools. You only pay for a successful hire once the candidate accepts your job offer. We'll work closely with your business to deliver suitable profiles, guide them through the interview process, and manage compensation negotiations and the rejection of unsuitable candidates, all before you've spent any money.

RETAINED RECRUITMENT:

Our Retained Service offers exclusive access to top talent and dedicated recruiters. Our award-winning marketing team provides employer branding solutions to retained clients, as well as benchmarking and competitor analysis reports to help them make informed decisions. An initial fee is required, followed by graduated payments to spread out the cost of multiple hires.

MANAGED SERVICES:

Our Managed Service solution revolutionizes Newspace & Satellite recruitment by addressing key challenges such as time-consuming profile reviews, infrequent profile sharing, and candidate ownership conflicts. By implementing an advanced ATS, pre-screening CVs to present only the top 5-10% to management, and providing training for hiring managers, we streamline the recruitment process and ensure optimal hiring outcomes. With proactive candidate notifications and tier 1 supplier status, we foster collaboration and efficiency.

For more information see page 5

EMPLOYED LEASING WITH GERMAN ANÜ COMPLIANCE:

Employed leasing offers a seamless solution for businesses needing temporary skills without the risks associated with deemed employment, including compliance with German ANU regulations. This approach allows you to efficiently fill workforce gaps with highly skilled professionals while mitigating regulatory challenges. Whilst ensuring operational continuity, Employed Leasing reduces administrative overhead, and allows you to focus on core business activities, knowing your temporary staffing needs are expertly managed and compliant.

For more information see page 6

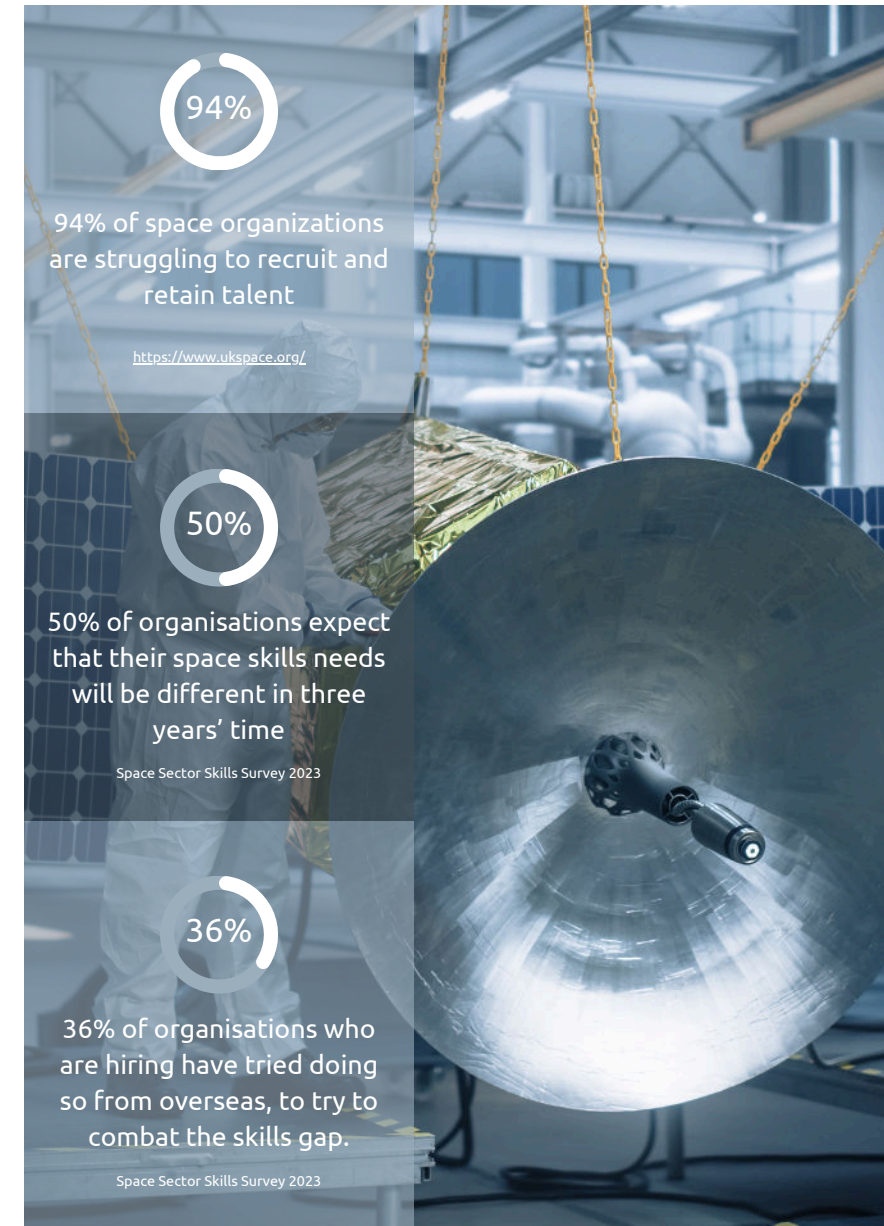
Addressing the Talent Shortage:

STREAMLINING RECRUITMENT TO FIND THE RIGHT FIT

The global space market, valued at \$447 billion in 2020, is projected to exceed \$1 trillion by 2030, reflecting exponential growth that exacerbates the widening skills gap. Currently, 94% of space organizations struggle to recruit and retain talent, and 50% expect their space skills needs to change within the next three years. To address these challenges, 36% of hiring organizations are recruiting from overseas

COMMON RECRUITMENT CHALLENGES:

-  Leaders Spend Too Much Time Reviewing Profiles
-  Infrequent Sharing of Profiles Between Teams
-  No Centralized Place for Job Applications
-  Conflict Between Multiple Recruiters and Candidate Ownership Rules
-  Lack of Experience Recruiting in Key Areas



Our Managed Service Solution

A COMPREHENSIVE APPROACH TO RECRUITMENT

Our Managed Service solution is designed to streamline your hiring process, reduce administrative burdens, and ensure you secure the most skilled candidates. For a monthly fee, combined with a slightly reduced placement fee per hire, our solution fosters greater commitment and collaboration, ensuring better recruitment outcomes tailored to your needs.



Implementation of an Advanced Applicant Tracking System (ATS)

Our state-of-the-art ATS ensures all applications are centralized, organized, and easily accessible, enhancing the overall efficiency of your recruitment process.



Pre-Screening of CVs

We rigorously pre-screen all CVs, ensuring your management team receives only the top 5-10% of suitable profiles, saving valuable time and effort.



Tier 1 Supplier Status

As your primary recruitment partner, we streamline the process by leveraging tier 2 suppliers only when necessary, ensuring a seamless hiring experience.



Training and Coaching for Hiring Managers

We provide comprehensive training and coaching to your hiring managers on writing effective adverts, conducting interviews, and running efficient recruitment processes.



Monthly Onsite Presence for Face-to-Face Meetings

Our team will be onsite each month for face-to-face meetings, ensuring continuous alignment and addressing any recruitment challenges promptly.

Our Employed Leasing Solution

WITH GERMAN ANÜ AND DUTCH DATACHERING COMPLIANCE

Employed leasing offers a seamless solution for businesses needing temporary skills without the risks associated with deemed employment, including compliance with German ANU regulations. This innovative approach allows you to quickly and efficiently fill gaps in your workforce with highly skilled professionals, all while mitigating the compliance and regulatory challenges that typically accompany temporary employment. Employed leasing is particularly beneficial in industries where project demands can fluctuate significantly.



Suitable candidates become full-time employees of Darwin, enjoying full employment benefits.

Professionals are leased to your organization on a per-hour or per-day basis, as per your needs.

Competitive leasing rates provide a financially viable alternative to traditional consultancy or direct employment.

By choosing employed leasing, you gain access to a flexible staffing solution that can be tailored to meet the specific needs of your projects. This model helps you maintain operational continuity, reduce administrative overhead, and focus on your core business activities, knowing that your temporary staffing needs are being expertly managed and compliant with regulatory standards.

We're Trusted By:



Our Vision

To be the Global Newspace & Satellite talent partner of choice.



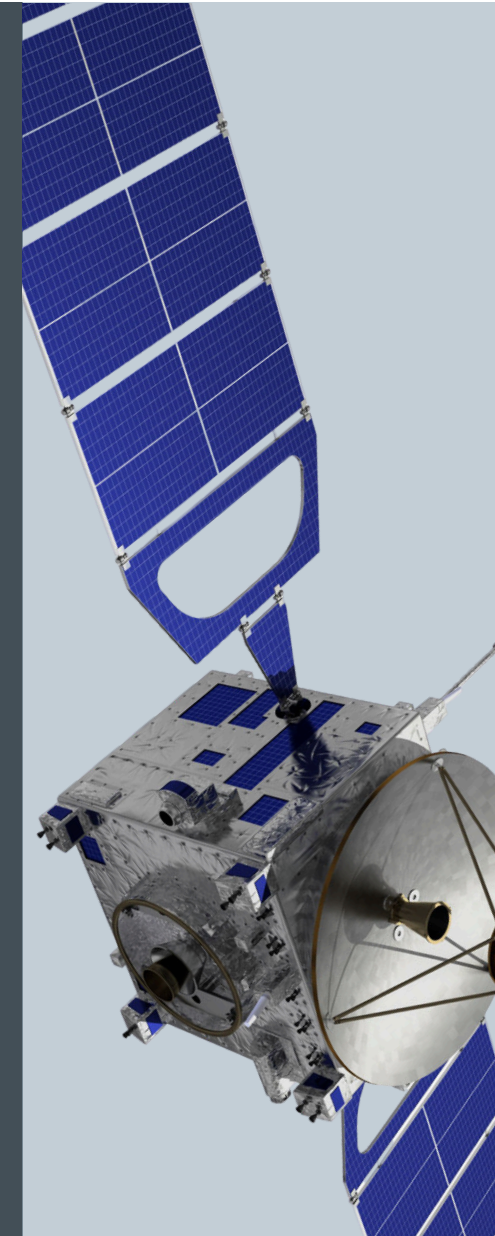
Our Mission

Pushing boundaries of sustainability, business and people – providing tomorrow's energy solutions – today.



Our Values

Responsibility, Accountability, Passion, Integrity, Drive & EVOLUTION.



Providing global solutions is what we do:

No location is off limits when it comes to our desire to serve our clients' needs around the globe.

Our physical locations in Amsterdam, Baltimore, London, Munich, and Zurich make us strategically positioned to mirror the Newspace industry's main growth and investment areas.



We are a KUNUNU 2024 Top Company:

We have been awarded the Top Company Award 2024 by Kununu, awarded to less than 5% of all companies in Germany.

According to a recent YouGov study, the Top Company seal is relevant for 45 percent of job seekers during applications.



ADAM SLADE
Space Recruitment Manager



JAMES GODREY
Geospacial & Satellite Recruitment Specialist



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