



Anwendungszentrum GmbH Oberpfaffenhofen

Since 2004, AZO has been a leading international consultancy driving innovation in Europe's space sector from Oberpfaffenhofen (Weßling, Germany). We bring together startups, industry leaders, institutions, and investors to foster collaboration, entrepreneurship, and growth across the global space ecosystem.

With more than 20 years of experience, we have coordinated flagship European initiatives such as ESA BIC Bavaria, Copernicus and Galileo Masters, CASSINI Matchmaking, and the EU Global Action on Space. To date, we have supported over 250 startups and helped hundreds scale internationally.

Our mission is to strengthen Europe's and Germany's competitiveness by building a sustainable and responsible space industry — transforming bold ideas into impactful solutions and preparing the workforce of tomorrow for success.

To strengthen our ESA BIC team in Weßling, we are looking for a:

ESA BIC Manager (m/f/d) – Full-time

As the ESA BIC Manager, you will play a pivotal role in driving our business incubation programme, helping startups harness space technologies to revolutionise industries such as aerospace, mobility, MedTech, and AI. You will be responsible for managing the selection, mentoring, and growth of new ventures, while fostering close collaboration with key partners, including the European Space Agency (ESA), the German Aerospace Centre (DLR), and the Bavarian Ministry of Economic Affairs.

Your role will involve ensuring the provision of top-tier technical and business support to our entrepreneurs, while also representing ESA BIC within the wider innovation ecosystem. You will work to strengthen existing partnerships and build new ones, ultimately positioning Bavaria as a global leader in space-driven entrepreneurship.

The ideal candidate will bring expertise in both the space sector and innovation ecosystems, with a passion for fostering startups and scaling groundbreaking technologies. This is a permanent position, which the selected candidate is expected to start in early 2026.

Areas of responsibility:**Startup Support – Pre-Fundraising Phase**

- Guide startups in developing and refining their business models (e.g., Business Model Canvas)
- Advise on the design and validation of aerospace and related application business concepts
- Assess and validate business models across product, market, and sales dimensions
- Support the development of strategic and growth concepts
- Assist in financial planning, investment strategies, and liquidity management
- Contribute to the creation and documentation of market and competitor analyses
- Design and conduct workshops and training sessions for startups

Industry Cooperation

- Identify, engage, and manage strategic industry partners
- Foster and develop collaborations between startups and established industrial players
- Plan and organise industry-focused networking and collaboration events

Your profile:

- Degree in business administration, engineering, or a related field
- At least 3 years of experience in business development and the startup ecosystem
- Proven track record in communication, outreach, stakeholder engagement, and budget management
- Excellent command of English and German (written and spoken)
- Exceptional written and verbal communication skills, with a strong client- and team-oriented mindset
- Highly self-motivated, reliable, collaborative, and passionate about innovation and technology

What we offer:

- Continuous Learning: Strong focus on professional development, skill enhancement, and career growth
- Career Mobility: Opportunities for advancement at national and regional levels
- Competitive Salary: Fair and transparent compensation reflecting commitment and performance
- Work-Life Balance: Home office possible and support for family compatibility and overall well-being
- Equal Opportunities: Commitment to diversity, equity, and inclusion, prioritising underrepresented candidates when equally qualified

Interested?

If you are passionate about driving innovation, supporting startups, and shaping the future of Bavaria's space entrepreneurship ecosystem, we look forward to receiving your application. Please send a **one-page CV and a one-page cover letter** to Ms. Intza Balenciaga at intza.balenciaga@azo-space.com, explaining how your background and experience align with the ESA BIC Manager role. Thank you!