

TECHNICAL SPECIFICATIONS SHEET FOR THE CONTRACT FOR SERVICES TO ANALYSE SKILLS IN THE SPACE SECTOR

1. Introduction

The Institute of Space Studies of Catalonia Foundation (hereafter, IEEC) is a research institute attached to the Generalitat of Catalonia through the competent department in the field of research and is part of its institutional public sector.

The IEEC explores all domains of knowledge and technology related to the space sector and space sciences, such as astrophysics, cosmology, planetary science, Earth observation, and space engineering. Its goal is to advance the boundaries of space research through scientific and technological efforts, maximising benefits for society.

The specific objectives of the IEEC are:

- To foster astronomical and space research.
- To become an internationally recognised centre for attracting talent and fostering collaboration both locally and globally.
- To become an efficient agent of knowledge, innovation, and technology transfer in its field.
- To conduct campaigns to raise awareness among society about science through the communication of scientific culture

By agreement dated 27 October 2020, the Government of the Generalitat of Catalonia approved a space strategy for the promotion of the Catalan space sector. In accordance with Article 22.2 of the IEEC Articles of Association, the Catalonia Space Sector Promotion Area (APEC) forms part of its structure, which has the objective of promoting the space sector in Catalonia and advancing knowledge in related areas, as provided in the space strategy promoted by the Generalitat of Catalonia. The IEEC, through the APEC, is among the organisations tasked with promoting and implementing various initiatives to meet the strategy's goals. These objectives include fostering a competitive ecosystem in the Catalan sphere at national and international levels, encouraging sustainable and economic growth in the sector, developing business models tied to the space sector, and establishing hubs for collaboration, innovation, and co-creation focused on space and its services.

In this context, the IEEC has the need to contract services to identify the skills and competencies needs of the space sector in Catalonia, in alignment with the current objectives of the strategy, detection of gaps, propose concrete actions, and establish a database that allows for informed strategic decision-making.

This tender is aimed at those companies with experience in consulting in the European space sector, that can offer recommendations based on the knowledge they have of the sector and that have a solid track record in conducting surveys, performing in-depth analyses, and high-quality reports. For these recommendations to be of interest to the IEEC and the Generalitat of Catalonia, it is necessary that the awarded company be specialised in the sector and know its nuances on a European scale.

2. Object of the contract

The purpose of this contract is the performance of an analysis of the skills needs of the space sector in Catalonia. The contracting of services from an expert company in the space sector on a global scale and specifically in the European scope is required.



The scope of the contract will encompass the following services:

1. Activity Pack 1: Design and execution of:

1 survey with a minimum of 30 questions, agreed with the IEEC and the Generalitat of Catalonia, aimed at obtaining responses from at least 80 professionals representing 80 different entities in the Catalan space sector.

Within the framework of this task, the awarded company must:

- Define the objective and selection of key quantitative questions agreed with the IEEC and the Generalitat of Catalonia.
- The questions must include aspects such as: professional profiles, current competencies, hiring difficulties, specialisations or profiles that are missing, technological trends or growth projections, among others.
- The minimum number of entities that must complete the survey is 80.
- Segmentation of companies, universities, associations, and foundations to ensure a significant sample.
- Execution of the survey and data collection.

1 survey with a minimum of 15 questions, agreed with the IEEC and the Generalitat of Catalonia, to be responded to by at least 200 workers in the Catalan space sector.

Within the framework of this task, the awarded company must:

- Define the objective and selection of key questions agreed with the IEEC and the Generalitat of Catalonia.
- The questions must include aspects such as: gender, age, years of experience, field of study, university degree, academic centre where they have studied or are studying, country of origin, among others.
- Execution of the survey and data collection.

This work package must include a report (maximum length of one page) identifying a summary of the main university degrees that the survey respondents have completed.

2. Activity Pack 2: Conducting a minimum of 15 interviews with different key actors in the Catalan space sector, with the objective of identifying, in each interview, at least one specific executable action that is currently missing from the ecosystem.

Within the framework of this task, the awarded company must:

- Define the objective and key question scripts agreed with the IEEC and the Generalitat of Catalonia with the aim of delving into specific skills needs, hiring difficulties, and training initiatives.
- The IEEC and the Generalitat of Catalonia will agree with the awarded company during the execution of the contract on the professional profiles of the key actors to be interviewed.
- The key actors must suggest specific proposals for needs, e.g., specific training programs, talent acquisition methodologies, events, etc.
- Analyse the interviews to detect trends, challenges, and opportunities.



3. Activity Pack 3: Diagnosis of gaps and proposal of actions by the public and business sectors.

- Identification and evaluation of current skills gaps in the Catalan space sector.
- Identification of 10 priority areas or fields for companies and entities in the space sector according to the collected data.
- Proposals for actions directed at the public sector and the industrial ecosystem to improve the availability of talent and capabilities.
- Definition of operational and strategic recommendations for the public sector and for the business ecosystem to reduce the detected gaps.

4. Activity Pack 4: Final report with results, conclusions, and strategic recommendations.

- Drafting of a complete report with quantitative and qualitative results, conclusions, and prioritised recommendations for the Generalitat of Catalonia and the IEEC.
- Development of a minimum of 15 data visualisations (graphs, infographics, comparative tables) to facilitate understanding of the results.
- Inclusion of an executive summary for the Generalitat of Catalonia and the IEEC.
- Online or in-person presentation of the final report to the Generalitat of Catalonia and the IEEC and those actors considered relevant.

Each of these services will be considered completed once the awarded company has delivered the following documents:

- Report of maximum 5 pages with a summary of the design and execution of the surveys directed at entities and professionals in the Catalan space sector.
- Report of maximum 5 pages with a summary of the conducting of interviews with key actors in the sector.
- Final report with results, conclusions, and strategic recommendations.

The format will be agreed upon between the IEEC and the awarded company.

3. Maximum execution period

The execution period for this contract spans 9 months, taking into account the following partial deadlines:

Activity Pack	Description	Maximum period (T0 = Signing of the contract)
1	Design and execution of surveys targeted at entities and professionals in the Catalan space sector.	T1 = T0 + 4 months
2	Conducting interviews with key actors in the sector.	T2 = T1 + 3 months
3 and 4	Diagnosis of gaps and proposal of actions by the public and business sectors. Final report with results, conclusions, and strategic recommendations.	T3 = T2 + 2 months



4. Required professional team for contract execution

The successful bidder must maintain a team of professionals with the necessary training and expertise for the required services throughout the task duration. The minimum essential team is expected to consist of two individuals.

- Coordinator: Aerospace engineer, telecommunications engineer, or equivalent qualification according to the Spanish Qualifications Framework for Higher Education (MECES) and the European Qualifications Framework (EQF), who acts as the supervisor of the work team, with a minimum of 5 years of experience in skills analysis for the space sector or similar.
- Technician: Aerospace engineer, telecommunications engineer, or equivalent qualification according to the Spanish Qualifications Framework for Higher Education (MECES) and the European Qualifications Framework (EQF), with a minimum of 3 years of experience in skills analysis for the space sector or similar.

Castelldefels, November 2025.

Josep Colomé Ferrer
Director of the Catalonia Space Sector Promotion Area of the IEEC
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