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REMOTE WORKFORCE IN SPACE - HOW ENTREPRENEURS AND STARTUPS WITH LIMITED  
RESOURCES CAN RETAIN TALENT TO SUSTAIN THEIR BUSINESS

**Abstract**

Taking the vast possibilities of digitalisation and the technological changes of the last years, the signs are clear: remote work positions will become normal, even in high-tech industries like space. Moreover, especially space startups, having the need of highly talented people but limited resources, can gain competitive advantages with offering remote work. The location based limitation in hiring is reducing the available amount of potential candidates. Especially in early stages, where a long term outlook is difficult, identifying candidate skills to match them with the needs of the companies are impacted by many factors. This can lead to the wrong people in the wrong position, or limitation in having the best candidate for an opening; a waste of time, money, and scarce resources. With video chats and remote collaboration tools, interviews are possible at any time from anywhere at nearly no cost. Having this global reach for potential candidates grants opportunities to find the best people, even engineering work can be done more and more remote. While many companies already saving billions of dollars through remote work every year, companies of all sizes start to rethink their human resource and hiring strategy. Having satisfied and more productive employees fulfilling their personal strengths, and companies being able to give these skilled people a position that benefits their business is the biggest goal in transitioning to a global remote workforce. In some industries, like space, opening up for remote employment, will become a crucial success driver. The global fight for well educated, highly-skilled, and internationally trained personnel is soon to take over more and more departments and industries. This will challenge companies, not only with searching globally, but also to see how they can convince future workforce to be worth working for. This paper proposes to showcase current uses methods in hiring, integrating, and managing remote workforce. Potentials and areas within the space sector will be analyzed and described, and a collection of supportive tools will be presented. The paper will present remote work case studies for both, employers and workforce, as well as discussions about current and upcoming challenges in remote work with a focus on the space area. Recommended procedures and actionable knowledge for space startups and companies, currently hiring, or planning to hire, will be provided.

Keywords: Remote Work, Startups, Resource Management, Global Hiring, Talent development.