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INSIGHTS FROM THE ANALOG ASTRONAUTS SELECTION AND TEAM BUILDING

Abstract

The “NewSpace” brings an entrepreneurial mindset aiming for faster and better solutions to access space. This mindset generates diverse teams of people from different professional and cultural backgrounds, which are able to better deliver creative and innovative solutions to complex problems. The 2019 World economic forum survey highlighted the required skills needed at the world of work; Analytic thinking, innovation and creativity in complex problem solving, leadership social influence and emotional intelligence.

Analog Mars missions are a great example of the required work skills of the new world of work. Such missions encompass research, personal and group challenges, high technical and physical skills as well as the ability to handle isolation for long periods, and dealing with changes and stressful conditions. Methods of recruitment and selections for analog missions are similar when building teams for the future generation X,Y and Z NewSpace workforce.

The Desert Mars Analog Ramon Station (D-MARS) is a nonprofit organization dedicated for establishing an international analog research station. The analog Mars mission AMADEE-20 will be performed by the Austrian Space Forum - in collaboration with the Israeli Space Agency as the host and D-MARS in October-November 2020 In Israel. In order to select the Israeli analog astronauts for the mission and to adjust to a high academic and physical requirements, a dedicated recruitment and selection process was determined.

From 83 initial applicants, with a various academic background as well as extensive military or industrial experience, an exstensive process has narrowed the potential applicants via psychological and equally draining physical tests.

This paper will discuss the required skill sets when building the future teams of the NewSpace workforce, using the analog astronaut selection process as a perfect example.