

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

Allegati: 2 (due).
Annessi: 3 (tre).

00187 Roma
PdC: Ten.Col. COSTA 2.2157
e-mail: primo.impiego2s@smd.difesa.it

OGGETTO: Ricerca di personale per posizioni a “*status* internazionale” presso l’Organismo Congiunto per la Cooperazione in materia di Armamento.

A ELENCO INDIRIZZI IN ALLEGATO “A”

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Rif. f. prot. n. M_D ABBE6E3 0073651 in data 30 giugno 2026 di DNA I Rep. (non a tutti).
Seg. f. prot. n. M_D A0D32CC 0013048 in data 29 gennaio 2026.

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1. L’Organismo Congiunto per la Cooperazione in materia di Armamento (OCCAR) ha indetto una ricerca di personale¹ per il ripianamento delle posizioni a “*status* internazionale” riepilogate nel prospetto in **Allegato “B”**, giudicate di interesse per la Difesa.
2. La durata del mandato è di 3 anni, con inquadramento giuridico-amministrativo ai sensi della legge n. 1114/1962 e oneri a carico della stessa Agenzia.
3. Le proposte d’impiego² dovranno pervenire allo Stato Maggiore della Difesa, esclusivamente da codesti Organi di impiego entro le date indicate nel citato **Allegato “B”**, corredate delle schede biografiche in lingua italiana e dell’OCCAR *Application Form* (IP45-03 *Issue* 5)³, complete della sottoannotata documentazione accessoria:
 - copia del passaporto in corso di validità, ovvero altro documento valido per l’espatrio in corso di validità;
 - copia del titolo di studio più elevato conseguito;
 - copia del codice fiscale;(in PDF non editabile e con firma autografa), con *file* di dimensioni non superiori, complessivamente, a 3 MB, in ragione dei successivi adempimenti per la loro formalizzazione
4. Nell’inviare le *vacancy notice* (VN) delle posizioni, si raccomanda il rispetto delle procedure e delle scadenze stabilite e si evidenzia la necessità che il personale segnalato, oltre a un profilo professionale aderente a quello richiesto dalla VN per la quale concorre, sia in possesso di tutti i requisiti di base per l’impiego all’estero, con particolare riferimento a un adeguato livello di conoscenza della lingua inglese.

IL CAPO REPARTO
Gen.D. Mario CIORRA

¹ Reperibile sul sito *web* della Difesa: <https://www.difesa.it/smd/staff/reparti/i-reparto/impiego-del-personale/impiego-in-ambito-internazionale/ricerche-di-personale-per-posizioni-non-quota-e-status-internazionale/35926.html>.

² Le eventuali candidature per la presente ricerca di personale saranno avanzate al I Reparto della Direzione Nazionale degli Armamenti solo a esito cognito della disponibilità di posizioni al collocamento fuori ruolo per il personale candidato.

³ Reperibile alla pagina *web* della Difesa al seguente link: <https://www.difesa.it/smd/staff/reparti/i-reparto/impiego-del-personale/impiego-in-ambito-internazionale/modulistica/29315.html>.

ELENCO INDIRIZZI

A	DIPARTIMENTO IMPIEGO DEL PERSONALE DELL’ESERCITO	<u>SEDE</u>
	DIREZIONE PER L’IMPIEGO DEL PERSONALE MILITARE DELLA MARINA	<u>ROMA</u>
	DIREZIONE PER L’IMPIEGO DEL PERSONALE MILITARE DELL’AERONAUTICA	<u>ROMA</u>
e, per conoscenza,		
	MINISTERO DELLA DIFESA Gabinetto del Ministro	<u>ROMA</u>
	DIREZIONE NAZIONALE DEGLI ARMAMENTI I Reparto – Politica Industriale e Relazioni Internazionali	<u>ROMA</u>

Ricerca di personale per posizioni a “*status* internazionale” presso l’Organismo Congiunto per la Cooperazione in materia di Armamento (OCCAR-EA)

DIVISIONE SEZIONE	SEDE DI SERVIZIO	P.O.	GRADO	ATTUALE TITOLARE — TERMINE MANDATO	DATI RELATIVI AL MANDATO		F.A. INTERESSATA	TIPO DI POSIZIONE	SCADENZA PRESENTAZIONE CANDIDATURE			data intervista a partire dal
					DURATA	INIZIO			SMD - I Reparto	DNA - I Reparto	OCCAR	
OCCAR-EA Directorate	BONN (DEU)	A055 "Information Security Manager"	A3 (Magg.C.C.)	///	3 ANNI	01-nov-26	EMA	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	27-lug-26	3-ago-26	7-ago-26	7-set-26
OCCAR-EA Directorate	BONN (DEU)	B043 "Directorate Assistant 2"	B5 (Mar./Mar.Ord.e gradi equivalenti)	///		01-nov-26	EMA	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	20-lug-26	30-lug-26	3-ago-26	31-ago-26
Small Programmes Programme Division	PARIS (FRA)	AG06 "LWT Technical Section Leader"	A4 (Ten.Col./C.F.)	///		01-apr-27	EMA	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	5-ott-26	13-ott-26	20-ott-26	16-nov-26



VACANCY NOTICE	
Post	A055 - INFORMATION SECURITY MANAGER
Grade	A3
Division	OCCAR-EA Directorate
Section	Security Office
Management of Staff	0
Location	Bonn, DE
Initial Contract Duration	3 years
Closing Date for Applications	07 August 2026
Start Date	01 November 2026
Interview Date	Week commencing on 07 September 2026

1. Background

The OCCAR-EA Security Office is responsible for maintaining the confidentiality of classified information by safeguarding it from espionage, compromise or unauthorised disclosure and by safeguarding installations housing Classified Information from sabotage and malicious wilful damage.

The Security Office is also responsible for ensuring the implementation of security procedures as prescribed in the OCCAR Security Regulations OMP (OCCAR Management Procedures) 11 and 12. It maintains continuous liaison with national and local Security Authorities on all security related matters.

The minimum standards for the handling and protection of classified information, including such information held on communication and information systems are defined in the OCCAR Security Regulations.

OCCAR-EA has furthermore established an integrated business framework covering Information, Risk Management, Quality Management and Information Security Management.

2. Duties and Responsibilities

The Information Security Manager (ISM) is responsible for the development and ongoing review of OCCAR Communication and Information Systems (CIS) Security policies and processes; accreditation of ICT systems, supporting the Information Division in the identification, mitigation, mediation and management of CIS Security risks and vulnerabilities associated with OCCAR-EA CIS; providing advice to OCCAR-EA leadership regarding CIS security issues and topics; and support OCCAR Programmes directly in the same field of expertise. The main focus of the ISM is on the protection of classified information.

The ISM works closely the with the Information Division and the ICT Security Support Engineer in particular, in the definition and execution of appropriate accreditation and Information Security-related risk management strategies for OCCAR-EA CIS, taking particular responsibility for the coordination of any personnel, physical and procedural security measures necessary to counter related threats to information and systems associated with aspects by identified through structured risk management methodology and processes.

In particular, they will:

- Develop and maintain Information Security policies and respective procedures to manage CIS Security risks accordingly;
- Advise Central Office and Programme Divisions regarding Information Security related policy, and support them if Information Security risk-related issues that may arise;
- Support the Information Division in the identification and mitigation of CIS Security risks within or relating to OCCAR-EA systems, and connection to external parties and systems;
- Coordinate Information Security and CIS Security related issues involving third parties;
- Being in lead of the accreditation and continuous re-accreditation of OCCAR-EA CIS systems;

- Coordinate the security monitoring of OCCAR CIS to detect Information Security and cyber threats;
- Investigate CIS Security violations and incidents within OCCAR-EA and support Security Section Leader (SSL) in reporting and impact analysis;
- Management of ICT security incidents within OCCAR and support to Programme, Participating Nations and Industry on OCCAR ICT security matters;
- Support SSL in conducting Information Security training and education of OCCAR personnel;
- Conduct regular phishing-simulation campaigns as well as needs-oriented training to increase the security awareness of OCCAR staff;
- Leading the Expert Working Group of national CIS Security Experts as established by the Security Committee and Future Tasks and Policy Committee;
- Liaise with national CIS Security Authority or other International Organisations in the same field of expertise.

Related to these activities, the ISM will report to the SSL, who is reporting to the Deputy Director while keeping a functional line to the Director of OCCAR-EA in urgent information security matters.

3. Key competences and skills required for the grade

(You must provide evidence of meeting these key competences and skills in your Application, Section 12).

- | | |
|-------------|--|
| CS 1 | The ability to establish and maintain excellent working relationships at all levels in a multicultural context and with respect for diversity; |
| CS 2 | Excellent interpersonal and team working skills with the ability to interact and communicate at all levels within OCCAR as well as with Nations; |
| CS 3 | The ability to work in a changing, developing and demanding environment; |
| CS 4 | The ability to implement clear, efficient and logical approaches to work, to manage assignments, objectives and time; |
| CS 5 | The ability to use Computer and Information Technology (ICT) facilities and be able to demonstrate a good working knowledge of MS Office software. |

4. Specialist knowledge and experience required for the post

(You must provide evidence of meeting these specialist requirements in your Application, Sections 10 and 11).

4.1 Essential:

- ES 1** Sound knowledge of, and recent experience in, actively leading or significantly contributing to the development and implementation of policies and procedures relating to Information, CIS and Cyber Security within a national or an international organisation;
- ES 2** Sound knowledge of, and recent experience in, performing CIS Security risk management tasks in complex, inter-networked CIS environments, including demonstrating the ability to analyse and assess CIS security-related issues;
- ES 3** Sound knowledge of, and practical experience in, planning or leading the accreditation of classified complex inter-networked CIS infrastructure with a comprehensive understanding of the physical, personnel, technical and procedural security aspects;
- ES 4** Sound knowledge of relevant security policies and procedures governing the protection of classified information of one or more OCCAR Member States as well as of international organisations such as NATO or the EU;
- ES 5** Sound knowledge of, and practical experience with, modern cryptographic principles and technologies, including symmetric and asymmetric encryption, key-management practices, digital signatures and secure communication protocols and their application in securing complex inter-networked CIS environments.

4.2 Desirable:

- DS 1** Training, certifications or practical experience related Information Security Management System (ISMS) preferably in accordance with ISO/IEC 27001 or a comparable international standard;
- DS 2** Experience in direct collaboration with national CIS Security Authorities, including those of foreign nations;
- DS 3** Experience working with government-approved cryptographic systems and Public Key Infrastructure (PKI) solutions;
- DS 4** Experience with security incident management processes and tools, including participation in incident response activities, investigations or coordination with national/international Computer Emergency Response Teams (CERTs/CSIRTs).

5. Language Requirements

- ADVANCED level¹ of ENGLISH both oral and written.
- Additional knowledge of another OCCAR Member or Participating State's language will be considered as an asset.

6. Qualifications

A university-level education (or equivalent qualification) along with long-standing experience in the activities directly related to the tasks described is highly desirable.

7. Security Clearance

Security clearance at OCCAR Secret level is required for this post - or needs to be obtained within the first 6 months of employment.

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Email: application@occar.int

OCCAR Privacy Statement:

When applying for an OCCAR vacancy, it is necessary for OCCAR to collect and process personal data about you in order to assess and evaluate your suitability for the vacancy, and (if successful) to coordinate with relevant service providers in preparation of your appointment. For further information please visit our web-site: OCCAR Privacy Statement - <http://www.occar.int/privacy-data-protection>.

¹ The language levels can be found on the OCCAR website, www.occar.int Careers / Applying.



VACANCY NOTICE	
Post	B043 - DIRECTORATE ASSISTANT 2
Grade	B5
Division	OCCAR-EA Directorate
Section	-
Management of Staff	0
Location	Bonn, DE
Initial Contract Duration	3 years
Closing Date for Applications	03 August 2026
Start Date	01 November 2026
Interview Date	Week commencing on 31 August 2026

1. Background

The Directorate Office of OCCAR-EA comprises of the Directorate Senior Executive Adviser (DSEA), the Directorate Higher Executive Adviser (DHEA), the Directorate Executive Adviser (DEA) and the Directorate Assistants (DA). Its tasks are to provide effective support to OCCAR-EA top management (Director, Deputy Director and Head of Programmes) in the fields of secretarial and advisory work.

2. Duties and Responsibilities

The Directorate Assistant 2 (DA 2) will provide secretarial and administrative support to the OCCAR-EA Director, the Deputy Director, the Head of Programmes and the Directorate. They will work under the direct supervision of the DEA and will report directly to the DSEA.

In particular, they will:

- Administrative organisation of meetings for the Directorate, including booking of meeting rooms, coordination of visitor permits, communication of catering to the OCCAR Service Provider, booking of restaurants etc;
- In conjunction with DA 1, organise duty travels for the Director, Deputy Director and Head of Programmes and subsequent claims;
- Handle incoming/outgoing telephone calls, web, video and teleconferences;
- Manage correspondence in accordance with the OCCAR-EA Quality Management System procedures;
- Ensure the recording of information for all Directorate, using the Electronic Record Management System (ERMS) ("DocuWare"), and contribute to the assessment and improvement of the system;
- Support Directorate in the collection of statistical data;
- Adjust documents and presentations to the corporate design;
- Maintain contacts listings up-to-date;
- Support the Senior Executives, the DSEA and Directorate as required;
- Maintain the hospitality book with the gifts/invitations presented to the Directorate staff.

3. Key competences and skills required for the grade

(You must provide evidence of meeting these key competences and skills in your Application, Section 12).

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|-------------|--|
| CS 1 | Excellent interpersonal skills with the ability to interact and communicate at all levels within OCCAR as well as with Nations; |
| CS 2 | The ability to work in a changing, developing and demanding environment; |
| CS 3 | The ability to work independently based on objectives set by the line manager; |
| CS 4 | The ability to use Computer and Information Technology (ICT) facilities, and be able to demonstrate a good working knowledge of MS Office software; |
| CS 5 | Good team-working skills with ability to establish good working relationships at all levels in a multicultural context and with respect for diversity. |

4. Specialist knowledge and experience required for the post

(You must provide evidence of meeting these specialist requirements in your Application, Sections 10 and 11).

4.1 Essential:

- ES 1** Experience in similar activities, preferably obtained in defence procurement within the OCCAR Nations or other international organisations;
- ES 2** Proven ability to deliver robust solutions in a timely manner, often to tight deadlines;
- ES 3** Experience of carrying out work duties according to a flexible schedule.

4.2 Desirable:

- DS 1** Experience of providing secretarial and administrative support to senior staff at the top management level, preferably supported by respective training;
- DS 2** Experience of organising duty travels and events for senior staff members, including providing administrative support (requests, claims etc), preferably supported by respective training;
- DS 3** Experience in creating forms and templates, and/or in applying corporate design standards to documents, ideally using Microsoft products;
- DS 4** Knowledge of how to apply Microsoft SharePoint and Power Automate in daily work, preferably supported by respective training.

5. Language Requirements

- ADVANCED level¹ of ENGLISH both oral and written.
- Additional knowledge of another OCCAR Member or Participating State's language will be considered as an asset.

6. Qualifications

A higher secondary education, a degree or relevant experience is highly desirable.

¹ The language levels can be found on the OCCAR website, www.occar.int Careers / Applying.

7. Security Clearance

Security clearance at OCCAR Secret level is required for this post, or must be obtained within six months of taking up duty.

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Email: application@occar.int

Applications for this Vacancy Notice should be submitted through the appropriate National Administrations.

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VACANCY NOTICE	
Post	AG06 – LWT Technical Section Leader
Grade	A4
Division	Small Programmes Programme Division
Section	-
Management of Staff	3
Location	Paris, FR
Initial Contract Duration	3 years
Closing Date for Applications	20/10/2026
Start Date	01/04/2027
Interview Date	Week commencing on 16/11/2026

1. Background

OCCAR-EA is managing the MU90 Light Weight Torpedo (LWT) Programme on behalf of Australia, France, Germany and Italy. The Programme sits within the Small Programmes Programme Division (SP PD), supporting the LWT team with transversal tasks, including finance, reporting, risk, and centralising the overall direction for a variety of different Programmes.

The Programme is involved in different life cycle phases, namely Development, Production and ISS.

ISS:

The In-Service Support (ISS) contract provides the services to support the MU90 torpedo and its associated tools and testbeds. The main contracted services are configuration management, management of technical events, repair management, documentation management, risk management, training, preventive and corrective maintenance, sea trials support, reconditioning or supply of spare parts and obsolescence management.

Development and Production:

Following a detailed obsolescence study, different ECPs (Engineering Change Proposals) are grouped in a common redevelopment which will lead to a new torpedo configuration when the engineering and qualification is completed

Once the design is certified, large-scale production of the new configuration will commence

The LWT programme is preparing this contract and will manage it once signed, including the coordination of the design and the qualification.

Several scope extensions are expected in the coming years, and potentially also a further feasibility study for a redesign with capability enhancement-.

2. Duties and Responsibilities

As a member of the Small Programmes Programme Division (SP PD), the LWT Technical Section Leader will support the LWT Project Manager in all technical and management issues regarding the LWT Programme.

This post has line management responsibility for three technical Staff Members.

Under the supervision of the LWT Project Manager, they will:

General Management

- Be an effective team leader;
- Prepare general Programme and technical decisions for the LWT Project Manager;
- Lead Expert Working Groups as directed and delegated by the LWT Project Manager;
- Be the focal point for the overall Programme schedule;
- Draft and maintain all schedules related to the management of the Programme.

ILS/ISS

- Make proposals with regard to the logistics concepts, policy and processes for in-service support of the Programme and implement these as delegated by the LWT Project Manager;

- Monitor the implementation of the ILS/ISS Strategy for the Programme;
- Supervise ILS/ISS activities managed by the ISS manager, in close coordination with the Participating States (Working Groups, Technical meetings, Progress meetings, Contractual reviews etc.);
- Chair all ILS/ISS Working Groups with industry and Participating States as directed and delegated by the LWT Project Manager;
- In their area of responsibility, manage the requirements in liaison with the Participating States;
- In their area of responsibility, monitor and collect evidence of technical compliance with the technical specification as defined in the contract;
- Supervise the acceptance for all ILS/ISS contractual deliveries as managed by the ISS manager;
- Monitor industry for all ILS/ISS activities in close coordination with the Participating States;
- Monitor ISS performances;
- Maintain the Obsolescence Management Plan and monitor its application;
- Organise, by adequate delegation and supervision, the identification, assessment and resolution of obsolescence;
- Support the Contracts Officer in the managing the ISS contracts, implement PSs orders as tasked by the LWT Project Manager and implement individual orders as required;
- Support cost estimation activities in conjunction with Central Office, in particular assist in collection of assumptions and data from industry and Participating States;
- Support the drafting of Business Cases regarding future ISS activities.

Quality and Acceptance

- Monitor and implement all aspects related to quality and acceptance of Programme contract deliverables;
- Coordinate the involvement of and cooperation with national quality stakeholders and services, such as Government Quality Assurance Authorities/Representatives (GQAAs/Rs) of PSs;
- Be the primary customer requirement interface.

Configuration Management

- Supervise the analysis and approval of the CMP by PSs;

- Monitor the correct application by industry of their approved configuration management plans and procedures containing all necessary data for characterising the specific configuration process and perform configuration audits as required;
- Task and monitor the preparation of Engineering Change Requests as needed by the Programme;
- Review and validate the assessment of Engineering Change Proposals.

Development and production of new torpedoes and testbenches

- Chair the CQO (Certification and Qualification Organisation) established for the design of the new MKII+ configuration
- Verify the correct execution of the development part of the contract and the adherence to best practices in Systems Engineering
- Task and steer the technical staff involved in the Design and Qualification
- Monitor the schedule to production readiness review and act as needed to keep the milestones on track, as planned
- Ascertain the industrial preparation for large scale production and act as needed in line with the Statement of Work (SoW)
- Prepare the acceptance process and task the technical staff

The post holder may also be tasked to:

- Participate in the relevant OCCAR Communities of Practice;
- Coordinate relevant activities between industry and Participating States for what concerns their field of work.

The post holder will perform any related duties and temporary additional tasks as directed by the LWT Project Manager.

3. Key competences and skills required for the grade

(You must provide evidence of meeting these key competences and skills in your Application, Section 12).

- | | |
|-------------|--|
| CS 1 | The ability to establish and maintain excellent working relationships at all levels in a multicultural context and with respect for diversity; |
| CS 2 | Excellent interpersonal and team working skills with the ability to interact and communicate at all levels within OCCAR as well as with Nations; |
| CS 3 | The ability to work in a changing, developing and demanding environment; |
| CS 4 | The ability to implement clear, efficient and logical approaches to work, to manage assignments, objectives and time; |

- CS 5** The ability to use Computer and Information Technology (ICT) facilities and be able to demonstrate a good working knowledge of MS Office software.

4. Specialist knowledge and experience required for the post

(You must provide evidence of meeting these specialist requirements in your Application, Sections 10 and 11).

4.1 Essential:

- ES 1** Wide experience and knowledge of In-Service Support activities and contracts;
- ES 2** Knowledge and experience with regard to ILS/ISS disciplines, including Material Management, Configuration Management, Maintenance Management, Obsolescence Management and Life Cycle Costing;
- ES 3** Proven experience of monitoring and implementing aspects related to quality and acceptance of contract deliverables, including coordination of Government Quality Assurance (GQA) and of production lines;
- ES 4** Proven experience and knowledge of naval weapon systems and their Special Tools and Test Equipments (STTEs);
- ES 5** Experience in a design project, including specifically systems engineering processes and qualification.

4.2 Desirable:

- DS 1** Experience in international cooperation activities;
- DS 2** Experience in the application and implementation of most common ILS/ISS standards in naval weapon systems;
- DS 3** Knowledge of the principles of Life Cycle Costing, Quality Management Systems and Configuration Control;
- DS 4** Proven experience and knowledge of MU 90 torpedo weapon systems and their Special Tools and Test Equipments (STTEs) such as UTAS test bench;
- DS 5** Knowledge of and experience with Risk Management and reporting.

5. Language Requirements

- ADVANCED level¹ of ENGLISH both oral and written.
- Additional knowledge of another OCCAR Member or Participating State's language will be considered as an asset.

¹ The language levels can be found on the OCCAR website, www.occar.int Careers / Applying.

6. Qualifications

A university degree or equivalent qualification in the activities directly related to the described tasks is highly desirable.

At least 5 years of experience of working in Armament Programmes in a national or international organisation.

7. Security Clearance

Security clearance at OCCAR Secret level is required for this post.

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Luc Ruyssinck (Small Programmes Programme Manager)

Email: luc.ruyssinck@occar.int

Applications for this Vacancy Notice should be submitted through the appropriate National Administrations.

OCCAR Privacy Statement:

When applying for an OCCAR vacancy, it is necessary for OCCAR to collect and process personal data about you in order to assess and evaluate your suitability for the vacancy, and (if successful) to coordinate with relevant service providers in preparation of your appointment. For further information please visit our web-site: OCCAR Privacy Statement - <http://www.occar.int/privacy-data-protection>.