

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

Allegati: 2 (due).
Annessi: 8 (otto).

00187 Roma
PdC:Ten.Col. COSTA 2.2773
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 (OCCAR).

A ELENCO INDIRIZZI IN ALLEGATO “A”

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Riferimento.

- a. f. prot. n. M_D ABBE6E3 0047068 in data 17 aprile 2026 di DNA I Rep. (non a UG);
 - b. f. prot. n. M_D ABBE6E3 0047069 in data 17 aprile 2026 di DNA I Rep. (non a UG);
 - c. f. prot. n. M_D ABBE6E3 0047098 in data 17 aprile 2026 di DNA I Rep. (non a UG);
 - d. f. prot. n. M_D ABBE6E3 0047099 in data 17 aprile 2026 di DNA I Rep. (non a UG).
- 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 candidature dovranno pervenire allo Stato Maggiore della Difesa esclusivamente da codesti Organi d’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*)², complete della sottoannotata documentazione accessoria:
 - copia del passaporto, ovvero altro documento valido per l’espatrio in corso di validità;
 - copia del titolo di studio più elevato conseguito,in lingua inglese (in PDF 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.

d’ordine

IL VICE CAPO REPARTO
(Brig.Gen. Fabrizio BABUSCI)

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

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	
Site Support Division	BONN (DEU)	A078 "Health and Safety Officer"	A2* (Cap./Magg. e gradi equivalenti)	//	3 anni	01-ott-26	EMA	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	18-giu-26	2-lug-26	9-lug-26	17-ago-26
Programme Management Support Division	BONN (DEU)	A007 "Risk Management Coordinator"	A4 (Ten.Col. e gradi equivalenti)	//		01-ott-26	EMA	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	18-mag-26	1°giu-2026	8-giu-26	6-lug-26
HORIZON Programme Division Commercial Section	PARIGI (FRA)	A818 "Finance And Contract Officer 2"	A3 (Magg. e gradi equivalenti)	//		01-nov-26	EMA	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	22-mag-26	5-giu-26	12-giu-26	29-giu-26
FSAF-PAAMS Programme Division CAMM-ER Section	ROMA (ITA)	A680 "ILS/ISS CAMM-ER Officer"	A3 (Magg. / C.C.)	//		01-nov-26	EI/MM	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	15-lug-26	29-lug-26	5-ago-26	31-ago-26
FSAF-PAAMS Programme Division CAMM-ER Section	ROMA (ITA)	A681 "CAMM-ER Infrastructure Officer"	A3 (Magg. / C.C.)	//		01-nov-26	EI/MM	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	15-lug-26	29-lug-26	5-ago-26	31-ago-26
FSAF-PAAMS Programme Division ISS ILS Section	PARIGI (FRA)	A683 "ILS Officer"	A3 (Magg. / C.C.)	//		01-ott-26	EI/MM	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	16-giu-26	30-giu-26	7-lug-26	3-ago-26
FSAF-PAAMS Programme Division Technical Section	PARIGI (FRA)	A684 "Launchers & Mobility Officer"	A3 (Magg. / C.C.)	//		01-ott-26	EI/MM	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	16-giu-26	30-giu-26	7-lug-26	3-ago-26
FSAF-PAAMS Programme Division Technical Section	PARIGI (FRA)	A685 "Naval Munition Officer"	A3 (C.C.)	//		01-nov-26	MM	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	22-lug-26	5-ago-26	12-ago-26	7-set-26



VACANCY NOTICE	
Post	A078 - HEALTH AND SAFETY OFFICER
Grade	A2*
Division	Site Support Division
Section	-
Management of Staff	0
Location	Bonn, DE
Initial Contract Duration	3 years
Closing Date for Applications	09 July 2026
Start Date	01 October 2026
Interview Date	Week commencing on 17 August 2026

1. Background

The Site Support Division (SSD) is responsible for the provision of essential infrastructure and support to enable the Programme Divisions and Central Office to carry out efficiently and effectively the core activity of OCCAR-EA. This includes all matters relating to Site Management and Health and Safety (H&S) in each of the OCCAR-EA sites.

2. Duties and Responsibilities

The Health and Safety Officer (H&S Officer) will report directly to the Head of Site Support Division (HoSSD).

They will be responsible for ensuring the effective management, coordination, and continuous improvement of all Health, Safety activities across OCCAR Bonn Central Office and other OCCAR Sites. This includes maintaining a robust H&S Management System, overseeing the Site Risk Register, conducting risk assessments and audits, and ensuring full compliance with applicable German and EU regulations. They will act as the organisation's professional focal point for accident prevention, incident reporting, training, and safety culture development.

The post holder will also contribute to the development and continuous improvement of OCCAR-wide Health, Safety, and Environmental Management policies, ensuring alignment across all sites. They will collaborate closely with OCCAR CO and Programme Sites to provide informed recommendations on risk reduction and workplace wellbeing. They will further promote a proactive safety culture through engagement, communication, and targeted awareness initiatives.

In particular, they will:

- Serve as the principal H&S Officer for OCCAR-EA in Bonn with overseeing all occupational health and safety matters for all sites of OCCAR-EA;
- Provide specialist SME H&S support to OCCAR Site Management Assistants in Bonn, Paris, Rome, and La Spezia, ensuring consistent health and safety standards across all sites;
- Report directly to the Head of SSD and, when necessary, to OCCAR-EA on all H&S compliance issues, risks, and incident investigations;
- Develop, maintain, and implement the organisation's H&S Management System, ensuring compliance with several national H&S legislation and relevant EU standards;
- Conduct regular risk assessments, workplace inspections, and audits to ensure a safe working environment and identify mitigation measures;
- Maintain and update all Site H&S Risk Register of OCCAR-EA, ensuring risks are assessed, controlled, monitored, and reviewed with stakeholders;
- Deliver H&S training, induction programmes, and awareness activities for all OCCAR staff, contractors, and visitors in all OCCAR sites;
- Lead and coordinate investigations into accidents, incidents, and near misses, ensuring proper reporting and follow-up to prevent recurrence;
- Ensure full compliance with applicable national occupational safety legislation for Bonn Central Office and all other sites of OCCAR;
- Liaise with national safety authorities, external consultants, insurers, and regulatory bodies as needed;

- Prepare and present regular reports, KPIs, and improvement recommendations to senior leadership;
- Contribute to the development of H&S policies, environmental management and business continuity procedures for OCCAR-EA;
- Act as the SSD Focal Point and Point of Contact for the Environmental Sustainability Community of Practice, supporting Environmental Management Systems (EMS), including energy-efficiency initiatives and carbon footprint reduction activities;
- Bring proven professional H&S experience from an OCCAR Member Nation, with the ability to operate effectively in an international, multi-cultural environment.

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** Proven professional experience in Occupational H&S management, including risk assessments, workplace inspections, and incident investigations within a Member Nation of OCCAR;
- ES 2** Demonstrated ability to develop, implement, and maintain a H&S Management System compliant with relevant national and EU standards;

- ES 3** Experience in maintaining and managing a H&S Risk Register, including risk evaluation, mitigation planning, and periodic review with stakeholders;
- ES 4** Strong knowledge of H&S legislation, with the ability to interpret and apply regulatory frameworks in a multi-national organisational environment;
- ES 5** Proven capability to deliver H&S advice, training, and SME support to geographically dispersed teams or multiple site locations.

4.2 Desirable:

- DS 1** Professional experience applying German H&S legislation and working within German regulatory requirements;
- DS 2** Knowledge of and experience with ISO 14001 Environmental Management Systems, including energy-efficiency measures and carbon-footprint reduction initiatives;
- DS 3** Experience working in international, intergovernmental, or defence-related organisations, supporting multicultural teams and cross-site coordination.

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.

7. Security Clearance

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

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Lorne McMONAGLE (Head of SSD)

Email: lorne.mcmonagle@occar.int

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

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

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>.



VACANCY NOTICE	
Post	A007 - RISK MANAGEMENT COORDINATOR
Grade	A4
Division	Programme Management Support Division
Section	-
Management of Staff	1
Location	Bonn, DE
Initial Contract Duration	3 years
Closing Date for Applications	08 June 2026
Start Date	01 October 2026
Interview Date	Week commencing on 06 July 2026

1. Background

OCCAR-EA facilitates and manages European armament programmes through their life cycle and continuously improves the effectiveness of programme and contract management.

The **Programme Management Support Division (PMSD)** is a Division within OCCAR-EA and is responsible for the following areas:

- Maintaining programme management and contract management policy, procedures and guidance;
- Supporting Programme Managers in commercial, legal and programme management related matters;
- Providing independent advice and Assurance to the OCCAR-EA Director on programme-related issues;
- Integrating new Programmes and Programme Stages into OCCAR-EA.

2. Duties and Responsibilities

The RMC, reporting to the Head of Programme Management Support Division (HoPMSD), acts as the primary facilitator for developing, implementing, monitoring, and continuously improving the OCCAR-EA Risk Management framework and fostering a risk-aware culture across the organisation. In performing these functions, the RMC is supported by a Risk Management Officer (RMO).

The post holder will be responsible for:

- Developing, maintaining, and updating the OCCAR-EA Risk Management policy, protocols, and methodology;
- Ensuring alignment with best practices by liaising with external sources and introducing improvements;
- Organising and leading Senior Managers' and Directors' Risk Reviews;
- Compiling risk data and preparing reports for the Board of Supervisors (BoS) and Future Task and Policy Committee (FTPC);
- Organising and overseeing Risk Management maturity assessments and audits;
- Collaborating with Business Development & Strategy Office and Planning & Reporting Office;
- Maintaining close working relationships with Risk Officers in Programme Divisions and Central Office;
- Providing support to Programme Divisions and Central Office Business Units on risk management procedures and related matters;
- Assisting Heads of Division, Programme Managers, Programme Integration Managers, and Risk Officers in quantitative risk analysis;
- Reviewing of management and contractual documents from a Risk Management perspective;

- Delivering basic Risk Management training to OCCAR-EA staff;
- Identifying and implementing tools and solutions to enhance risk management practices;
- Ensuring accurate and consistent risk information for informed decision-making;
- Verifying programme risk management maturity and compliance with Key Performance Indicators;
- Serving as Risk Officer in Programme Integration Teams, responsible for:
 - Facilitating risk planning, identification, analysis, response, and monitoring;
 - Performing quantitative risk analysis on schedules and budgets;
 - Contributing to programme management and contractual documentation.

In addition, the Risk Officer Management Coordinator supports the functioning of PMSD and OCCAR-EA by:

- Coordinating the production and updates of PMSD Divisional Instructions, as necessary;
- Establishing and updating the PMSD Divisional Management Plan and monitoring the status of Divisional tasks;
- Acting as PMSD focal point for Quality.
- The Risk Management Officer may also be required to support the OCCAR-EA Director, Head of Programmes or Deputy Director, through the HoPMSD on wider OCCAR issues as assigned to them.
- Frequent duty trips from OCCAR Central Office to OCCAR Programme Divisions and/or OCCAR Member States will be required.

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** Executive management skills and the ability to manage complex negotiations as well as dealing with difficult situations such as conflicts proven through results attained in performing jobs in this field for other national/international organisations;
- CS 2** Excellent interpersonal, team working and leadership skills with the ability to interact sensitively, effectively and professionally with people from diverse cultural, educational and professional backgrounds;
- CS 3** Conceptual thinking with the ability to analyse complex and wide-ranging questions, issues and information, with a structured approach to the problem-

solving process, including providing recommended solutions and a proposed way forward;

CS 4 The ability to work in a changing, developing and demanding environment with the ability to orchestrate and implement clear, efficient and logical approaches to work, to manage time, assignments and objectives;

CS 5 The ability to use Computer and Information Technology (ICT) facilities, with a 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 Significant Risk Management experience, with at least 5 years of experience applying risk management principles, methodologies and tools;

ES 2 Knowledge of programme and project management principles, tools and techniques and at least 5 years of experience applying them effectively;

ES 3 Background in at least one technical or engineering discipline/domain relevant to armament programmes;

ES 4 Experience working in multi-stakeholder or multinational programmes and projects;

ES 5 Experience of applying quantitative risk analysis techniques in a project/programme management environment.

4.2 Desirable:

DS 1 Knowledge of established risk management frameworks (e.g., ISO 31000, COSO ERM cube, IRM standard, PMBOK) and project management principles, tools and techniques (e.g., PMI, PRINCE2, APM);

DS 2 Knowledge of defence acquisition lifecycle and contractual risk management in multinational contexts;

DS 3 Practical experience of successfully working in a matrix management organisation;

DS 4 At least 2 years of experience in an international defence-related organisation;

DS 5 Proficiency in using Active Risk Manager (ARM) software.

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 degree at EQF Level 6 or higher, or an equivalent qualification, in a field directly related to the described tasks is required.

Additional Risk Management qualifications and certifications (e.g.: IRMCert, PRM, RIMS-CRMP, PMI-RMP, M_o_R, etc.) will be considered as an asset.

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:

application@occar.int

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

OCCAR Privacy Statement:

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VACANCY NOTICE	
Post	A818 – FINANCE AND CONTRACT OFFICER 2
Grade	A3
Division	HORIZON Programme Division
Section	Commercial Section
Management of Staff	0
Location	Paris, France
Initial Contract Duration	3 years
Closing Date for Applications	12/06//2026
Start Date	01/11/2026
Interview Date	Week commencing on 29/06/2026

1. Background

The HORIZON (HRZ) Programme Division (PD) is in charge of the management of two different Programmes, namely the HRZ Mid-Life-Upgrade (MLU) and FREMM Programmes.

The scope of the HORIZON MLU Programme is the development, production and initial In-Service Support (ISS) of the HORIZON ships Class Mid-Life Upgrade. The FR-IT HORIZON Class is composed of the following 4 vessels:

- 2 French Vessels:
 - Forbin (FOC-FR);
 - Chevalier Paul (FOS-FR);
- 2 Italian Vessels:
 - Andrea Doria (FOC-IT);
 - Caio Duilio (FOS-IT).

Besides, with a dedicated section, the PD is responsible for the management of development, production and ISS of the European Multi-Mission Frigate (FREMM).

The FREMM Programme is broken down into different ship versions:

- Anti Sous-Marine (ASM) / Frégate de Défense Aérienne (FREDA) versions for France;
- General Purpose (GP) / Anti-Submarine Warfare (ASW) /Anti-Submarine Warfare enhanced (ASW enhanced)/ Evolution (EVO) versions for Italy.

During 2026, the French participation to the FREMM Programme is planned to be completed but, on the other hand, it is expected the integration of a new Participating State into the Programme.

The HORIZON PD is located in the Paris area with one Satellite office in La Spezia (Italy). A new additional Satellite office will be created in Toulon (France) in 2026.

This post is based in the Paris area (France).

The Commercial section is responsible for the management of all contractual and financial activities related to the Programmes and to the Division.

2. Duties and Responsibilities

For the common programme activities regarding financial and contractual matters, the post holder shall be jointly responsible with the others corresponding officer(s) and they shall therefore co-ordinate together.

For financial and contractual matters concerning only the Participating State from which they are a national, the post holder shall be directly responsible.

Nevertheless, strong coordination between the Programme Finance and Contract Officer(s) is expected and mandatory in order to guarantee the proper management of the PD's joint programme activities.

The Finance and Contract Officer 2 will report:

- for common programme activities to the Programme Manager (PM) and to the Deputy HORIZON MLU Programme Manager (DPM);
- for programme matters concerning only the French participating state to the DPM;
- for PD administrative matters, to the PM and to the DPM.

With the support of contractual specialists from Central Office and National Official Services, the post holder will be responsible for contractual activities as follows:

- manage the PD contracts and any amendments;
- manage relationships with the OCCAR Central Office regarding any matters relating to contract rules, regulations and procedures;
- manage relationships with the National Official Services regarding any matters relating to contracts, finance, or taxes;
- provide legal advice to the PM and/or the DPM concerning the correct legal execution of the contracts;
- manage the successive versions of the signed contracts and store originals of all contracts led by the HORIZON PD in coordination with the Finance and Contract Officer 1;
- handle any legal or contractual issues that may arise during the execution of the contracts;
- participate in establishment of any additional HORIZON MLU Contracts and Orders, taking into account OCCAR rules and regulations;
- participate in the OCCAR Contract Forum.

In terms of financial activities are concerned, the post holder will:

- draft the Programme Division annual Administrative Budget (AB);
- draft the Operational Budgets (OB) of the Nation of which the post holder is a national;
- prepare the Forecasts of Outturns at specified dates and exercise Budget execution control;
- prepare the Midterm Estimates for the Administrative Budget (AB) and Operational Budget (OB);
- prepare Administrative and Operational Financial Plans (cost estimates for the entire programme duration);
- propose to the OB-related call for funds to be issued to the Finance Division (FD) of the Central Office (CO);
- co-ordinate funding requirements with the OCCAR Central Office;

- manage and monitor the commitments to ensure consistency with financial ceilings;
- keep the Programme’s financial status up to date and deliver data for monitoring the financial performance indicators;
- keep the Programme’s financial schedule up to date, in the OCCAR ERP Tool, for the Operational part of the Programme;
- prepare reports, financial analysis, summary or forecasts as required by the OCCAR financial rules and on a case-by-case basis if requested;
- co-ordinate the contribution to audits in the domain in their area of responsibility, for raised by the Board of Auditors and any other auditing entity and implement the recommendations;
- support the PM/DPM in all financial activities may arise from the contracts management;
- check the Requisitions for Commitment and enter all relevant data, for contracts (OB) or for travel and other (AB) costs;
- follow the progress of the contractual activities for payment authorization purposes based on the achievement of the contractual “technical keys”;
- check the invoices and enter all relevant data into the accounting system, for both AB and OB, to enable payment after the PM/DPM’s validation (if not delegated);
- participate to all OCCAR Finance relevant meetings, including Community of Practice meetings, if and when requested;

When necessary, the post holder will take temporary additional tasks:

- for common Programme activities as required jointly by the Programme Manager and the Deputy Programme Manager;
- for Programme activities concerning only the French Participating State as required by the DPM;
- for PD Administrative activities as required by the PM or DPM.

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** Advanced knowledge and proven experience in the budget and cash financial management activities of International or National Programmes, with a minimum of 3 years, including budgeting and forecasting. Knowledge of public sector financial accounting principles;
- ES 2** Experience in contracts management and negotiation (tender assessment, contract drafting, invoicing, relations with industry, etc...) in a complex environment. An experience of at least 3 years at procurement defence area before taking office;
- ES 3** Excellent analytical skills and strong attention to details when preparing and checking spreadsheets and calculations including good working knowledge of MS Office software (especially MS Excel) to compile and present complex and diverse data. Previous experience in using financial software/ERP tools;
- ES 4** Good experience in general management (schedule, reporting...). Ability to assume responsibility, demonstrate proactive engagement, and anticipate forthcoming tasks and activities;
- ES 5** Wide experience of working with the customer governmental official technical and/or operational experts, with ability to perform under pressure and to manage tight deadlines.

4.2 Desirable:

- DS 1** Knowledge of Accrual Accounting methodology and International Public Sector Accounting Standards (IPSAS);
- DS 2** Experience of internal / external quality / financial audits;
- DS 3** Experience in international co-operation activities and intercultural relationships;
- DS 4** Experience in maritime systems procurement activities (contract management), with drafting of papers, letters, documents and preparing financial presentations;

DS 5 Knowledge of the OCCAR Through Life Management concept.

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.
- Proficiency in French is required.

6. Qualifications

A university degree in Law or Economics (or equivalent educational level qualification) and intensive experience in the activities directly related to the prescribed tasks.

7. Security Clearance

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

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Sebastien Le Bouter (Deputy Programme Manager)

Email: sebastien.LeBouter@occar.int

Lorenzo Raciti (HORIZON Programme Manager)

Email: lorenzo.raciti@occar.int

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

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VACANCY NOTICE	
Post	A680 - ILS/ISS CAMM-ER OFFICER
Grade	A3
Division	FSAF-PAAMS Programme Division
Section	CAMM-ER Section
Management of Staff	0
Location	Rome, Italy
Initial Contract Duration	3 years
Closing Date for Applications	05 August 2026
Start Date	01 November 2026
Interview Date	Week commencing on 31 August 2026

1. Background

FSAF (Famille des systèmes Surface-Air Futurs) PAAMS (Principal Anti-Air Missile System) is a multi-national Programme based on the Aster common missiles, looking at the Development, Production and ISS phases of medium to long-range Surface Air defence

systems based on the Aster missiles family. The Programme Division is based in Paris, France.

The CAMM-ER (Common Anti-Air Modular Missile – Extended Range) Project is a sub-division of the FSAF-PAAMS programme, and it is based in Rome, Italy.

The scope of the CAMM-ER Project within the FSAF-PAAMS Programme consists on the Definition, Development, Production and In-Service Support of the Common Anti-Air Modular Missile - Extended Range (CAMM-ER) missile, focused on the production phase with initial ISS activities for the Short-Range Air Defence (SHORAD) capability in two system variants for the Italian Air force (MAADS - Modular Advance Anti-Air Systems) and Army (GRIFO).

2. Duties and Responsibilities

The ILS/ISS Officer for CAMM-ER will be responsible for support activities related to the CAMM-ER systems in Grifo and MAADS configurations, plus associated training implementation and support equipment, and they will formally report to the ILS/ISS Section Leader. They will be operationally managed by the CAMM-ER Section (CS) Leader for all daily tasks, to assure coherence of assignments with the CAMM-ER project's objectives. The CAMM-ER Section Leader will manage this resource in close liaison and coordination with the FSAF-PAAMS ILS/ISS Section Leader.

The post holder will:

- Perform tasks related to the ILS and ISS activities regarding the CAMM-ER systems and associated Training & Support Equipment;
- Ensure direct liaison with national logistic and operational organisations, national command & coordination centres, national technical centres managing all ISS activities for both systems and ammunition, with the aim of promoting the highest degree of responsiveness and end-user satisfaction;
- Manage and monitor technical facts within the defined logistic information system and technical assistance on the field, technical publications updating process, repairs and spare parts re-provisioning, in order to maintain the operational availability of the weapon systems at the required level;
- Support the CAMM-ER section in managing both systems and munition configurations and by providing ILS ISS expertise on engineering change proposals;
- Support the commercial section for the preparation and management of the ILS/ISS activities of ordered in the CAMM-ER contract and future ISS Contracts regarding both systems and CAMM-ER ammunition;
- Support the CAMM-ER Section Leader in preparing all relevant support presentations on the ILS/ISS topics related to ISS, taking part in FSAF-PAAMS PD presentations upon request and assist with writing minutes of related meetings;

- Upon request of the CAMM-ER Section Leader, chair working groups and meetings related to ILS/ISS for CAMM-ER;
- Carry out all necessary actions for ensuring the smooth running of the CAMM-ER programme regarding the in-service support of both Grifo and MAADS systems, with associated ammunition;
- Support the Section Leader and Programme Manager in the contractual acceptance of deliverables related to the ILS/ISS;
- Perform all required audits in the factory or on site, in particular those related to industrial maintenance equipment and capabilities supported through the ISS contracts;
- Provide the Section Leader with lessons learnt concerning ISS activities done by the Contractor, in order to regularly calculate Key Performance Indicators used for the management of ongoing contracts and in the definition of the contractual requirements for the future ISS activities;
- Contribute to Experts Working Groups, as directed by the CAMM-ER Section Leader and FSAF-PAAMS Programme Manager;
- If necessary, take on additional tasks as required by the Programme 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** Consolidated experience in Integrated Logistics Support (ILS) and In-Service Support (ISS) for complex defence systems, applying through life management techniques and prescribed standards;
- ES 2** Experience in weapon systems' operational logistic support project management;
- ES 3** Knowledge of national defence structures, organisations operators and technical authorities related to logistics and in service support;
- ES 4** Knowledge and understanding of all ILS disciplines including, but not limited to; reliability, availability, maintainability, supportability, configuration management and obsolescence management;
- ES 5** Experience in schedule management and deconflicting activities, ensuring efficient coordination and timely service delivery.

4.2 Desirable:

- DS 1** Strong communication and the ability to manage multiple contractual schedules, while resolving conflicts;
- DS 2** Experience with GFX recognition and management;
- DS 3** Knowledge of Whole Life Cycle Cost and Trough Life Management concepts, including awareness of commonly used software tools in defence applications (i.e. CATLOC, OPUS);
- DS 4** Experience in logistical operational support for explosives, missiles and military equipment;
- DS 5** Experience in leading ILS/ISS-related working groups with Multinational Organization, industrial and military stakeholders.

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 education with several years of experience in activities directly related to the tasks prescribed are desirable.

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:

Francis CELESTE (FSAF-PAAMS Programme Manager)

Email: francis.celeste@occar.int

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

OCCAR Privacy Statement:

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VACANCY NOTICE	
Post	A681 – CAMM-ER INFRASTRUCTURE OFFICER
Grade	A3
Division	FSAF-PAAMS Programme Division
Section	CAMM-ER Section
Management of Staff	0
Location	Rome, Italy
Initial Contract Duration	3 years
Closing Date for Applications	05 August 2026
Start Date	01 November 2026
Interview Date	Week commencing on 31 August 2026

1. Background

FSAF (Famille des systèmes Surface-Air Futurs) PAAMS (Principal Anti-Air Missile System) is a multi-national Programme based on the Aster common missiles, looking at the Development, Production and ISS phases of medium to long-range Surface Air defence systems based on the Aster missiles family. The Programme Division is based in Paris,

France.

The CAMM-ER (Common Anti-Air Modular Missile – Extended Range) Project is a sub-division of the FSAF-PAAMS programme, and it is based in Rome, Italy.

The scope of the CAMM-ER Project within the FSAF-PAAMS Programme consists on the Definition, Development, Production and In-Service Support of the CAMM-ER missile, focused on the production phase with initial ISS activities for the Short-Range Air Defence (SHORAD) capability in two system variants for the Italian Air force (MAADS - Modular Advance Anti-Air Systems) and Army (GRIFO).

2. Duties and Responsibilities

The CAMM-ER Infrastructure Officer will report to the CAMM-ER Section Leader (SL). The post holder will hold the following responsibilities:

- Manage the infrastructural work package dedicated to the CAMM-ER Systems included in the CAMM-ER Weapon Systems production contract and as requested by the IT Nation;
- Ensure that the requirements, including the future approved changes, expressed by forces, are included at the different stages of infrastructural projects according to the applicable procedures;
- Supervise and monitor the activities aiming at the completion of the design process at concept, preliminary and executive design levels;
- Engage national infrastructural stakeholders with throughout all phases of the project development and building phase;
- Facilitate the compilation of dossiers for COMIPA and other relevant governmental organizations entity;
- Supervise the activities of the infrastructural professional figures whose appointment is under the responsibility of the Prime Contractor;
- Deconflict activities across the four different sites involved in infrastructure activities, as well as within each site, enabling coordination with the relevant local authorities;
- Define the contractual requirements related to the building phase of the infrastructure;
- Provide the technical support in the transition from the design phase to the building phase of the infrastructure Work Package;
- In coordination with the forces, contribute to the customization of infrastructure requirements based on the maintenance concept and associated In-Service Support information, ensuring alignment with end users' operational needs;
- Supervise all technical operational documentation related to the infrastructure, contributing to the development of user documentation;
- Supervise the execution of the different infrastructural milestones in order to facilitate the evaluation activities of national stakeholders and the Steering Committee during the approval process;

- Apply all enforceable procedures within the defined relations among the IT MoD bodies involved in the programme;
- Contribute to the update the CAMM-ER Project Plan;
- When requested by the Programme Manager, take on temporary additional tasks.

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** Experience in managing complex infrastructural projects, including solving issues, contract management, relations with industry, and integration between infrastructure works and system supply/installation;
- ES 2** Experience in assessing technical documentation and in direct management of infrastructure projects carried out in accordance with Italian legislation;
- ES 3** Experience in integrating operational requirements into infrastructure projects, including coordination between civil works and technological systems, and managing design phases in compliance with Italian defence and construction legislation;
- ES 4** Experience in ensuring alignment between infrastructure solutions, systems requirements, operational needs and safety requirements;

ES 5 Proven experience in stakeholder coordination across multiple sites including engagement with national and local authorities, conflicts management and regulatory compliance.

4.2 Desirable:

DS 1 Expert knowledge of Italian defence infrastructure laws, including Legislative Decree 66/2010 and Presidential Decree 90/2010, with proven application in planning, authorization and management of military infrastructure and explosive storage facilities;

DS 2 Advanced expertise in design standards for hazardous materials, including NATO safety codes (AASTP-1, AASTP-5) and Italian fire safety regulations (*D.M. 03/08/2015*);

DS 3 Proven experience acting as Works Director and/or Contract Execution Director in infrastructure projects under *Italian Public Procurement Code (Legislative Decree 36/2023)*, including tendering procedures, contracts management, technical and economic assessment of bids for complex infrastructure;

DS 4 Experience in military or defence-related infrastructure contexts in coordination with all Italian authorities and stakeholders involved in infrastructure authorization processes (e.g., third-party stakeholders, *Conferenze di Servizi, Vigili del Fuoco*, local administrations) for permitting, environmental assessments, and safety authorizations;

DS 5 Strong compliance and regulatory expertise with demonstrated experience in preparing technical documentation and dossiers for government bodies (e.g. COMIPA), including risk assessments and safety reports.

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 degree or equivalent and intensive experience in the activities directly related to the prescribed tasks is highly desirable.

7. Security Clearance

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

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

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Francis CELESTE (FSAF-PAAMS Programme Manager)

Email: francis.celeste@occar.int

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

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VACANCY NOTICE	
Post	A683 – ILS OFFICER
Grade	A3
Division	FSAF-PAAMS Programme Division
Section	ISS ILS Section
Management of Staff	0
Location	Paris area, France
Initial Contract Duration	3 years
Closing Date for Applications	07 July 2026
Start Date	01 October 2026
Interview Date	Week commencing on 03 August 2026

1. Background

The scope of the FSAF-PAAMS Programme is:

- The Definition, Development, Production and In-Service Support (ISS) of the Future Surface to Air systems Family (FSAF), concerning the following systems:

- Surface-to-Air Anti-Missile Systems for France (SAAM-FR) and Italy (SAAM-IT);
- Surface-to-Air Medium Range Land system (SAMP/T) for France and Italy;
- The Definition, Development, Production and ISS of the Principal Anti Air Missile System based on EMPAR radar (PAAMS-E) for France and Italy, including the “naval system common items” with UK (“C2 core” and VLS) and Long-Range Radar (LRR);
- The residual activities of Aster ammunition production (including any retrofits under warranty), the Aster MLU kits embodiment and ISS for France, Italy and the UK;
- The capability Sustainment & Enhancement of Aster 30 ammunitions (Block-1 NT EC) and associated ground and naval systems for France and Italy.

The management of the FSAF-PAAMS Programme is aimed at optimising the use of as many common elements as possible and considers the potential to extend the capabilities of the systems in cooperation.

The Programme Division is based in Paris, France. It is composed of more than 30 Staff Members from Italy, France and the UK. Due to the increase of Nations requirements, it is planned to be expanded.

2. Duties and Responsibilities

The Logistics/Support Officer will report to the Logistics/Support Section Leader and Programme Manager.

They are responsible for their objectives concerning the Integrated Logistic Support activities related to FSAF Programme and the coordination of the In-Service Support related to the FSAF/PAAMS/LRR systems and associated training & logistics means.

The post holder will:

- Plan and manage aspects regarding ILS and ISS in coordination with the ILS/ISS coordination officer and the other ISS officers;
- Support the Section Leader in organising meetings, preparing all relevant documents regarding all aspects of ILS and ISS technical and contractual performance specifications, and carry out all necessary actions for ensuring the regular running of the Programme regarding the logistics;
- Support the Section Leader in the preparation of the new ISS contracts to continue the support of the legacy systems and cover future support of the new generation systems and munitions;
- Support the Section Leader in the validation and acceptance of deliveries pertaining to supply contracts’ acquisition of equipment and spare parts;
- Pursue the setting up of appropriate support organisations which satisfy participating states’ requirements, liaising with governmental and industrial organisations for solving ISS issues;

- Provide coordinated cross-cutting logistic activities at systems' level, trend analysis (LCC and Benchmarking) and contractual performance data analysis for Ground and Naval systems including Ammunition;
- Chair the contractual ILS meetings and interact with National organizations and OCCAR MLU Horizon PD for ILS activities for the PAAMS NG;
- Contribute to the coherence between ground and naval logistics and support activities;
- Ensure reporting to National Logistics organizations by monitoring all ISS activities via key performance indicators defined in dedicated contract(s);
- Exploit the lessons learned from ISS activities, in the perspective of the contribution to the formulation of new contractual logistic requirements for the support of ground and naval systems;
- Interact with all other Sections of the PD according to all relevant activities of interest;
- Contribute to Experts Working Groups, as directed by the Programme Manager;
- If necessary, take on additional tasks as required by the Programme 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** Proven experience in defining Integrated Logistic Support for complex Defence systems;

- ES 2** Extensive experience in technical management of development and ILS contracts (drafting specifications, deliveries management, assessment and acceptance of deliveries, relations with industry);
- ES 3** Knowledge and understanding of all ILS disciplines (including, but not limited to Logistic Support Analysis (LSA), Logistic Support Analysis Record (LSAR), supply support, technical information and data, maintenance planning, support and test equipment, Reliability, Maintainability & Testability (RM&T), infrastructure interface, training, etc.);
- ES 4** Experience in schedule management and deconflicting activities, ensuring efficient coordination and timely service delivery;
- ES 5** Sound knowledge of operational and logistic structures within their national defence system.

4.2 Desirable:

- DS 1** Experience in management of In-service support activities of complex Defence systems;
- DS 2** Implementation of Through Life Management Plan (TLMP) and Life Cycle Cost (LCC) principles;
- DS 3** Experience of working in an international programme management environment or an understanding of how one operates;
- DS 4** Proven capability to initiate and chair meetings with parties that may have different expectations;
- DS 5** Experience in quality and acceptance processes of batches of numerous items.

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 degree or equivalent education with several years of experience in activities directly related to the tasks prescribed is desirable. A master degree in Logistics would be an asset.

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.

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Francis CELESTE (FSAF-PAAMS Programme Manager)

Email: francis.celeste@occar.int

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

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VACANCY NOTICE	
Post	A684 – LAUNCHERS & MOBILITY OFFICER
Grade	A3
Division	FSAF-PAAMS Programme Division
Section	Technical Section
Management of Staff	0
Location	Paris area, France
Initial Contract Duration	3 years
Closing Date for Applications	07 July 2026
Start Date	01 October 2026
Interview Date	Week commencing on 03 August 2026

1. Background

The scope of the FSAF-PAAMS Programme is:

- The definition, development, production and in-service support of the Future Surface to Air systems Family (FSAF), based upon the following systems:

- Surface-to-Air Anti-Missile system (SAAM);
- Surface-to-Air Medium Range Land system (SAMP/T);
- The ammunition production and in service support of Principal Anti Air Missile System (PAAMS);
- The In-Service Support (ISS) of FSAF systems, PAAMS (Common & Empar) systems and Long-Range Radar (LRR), including ammunition and training & logistic support equipment;
- The Capability Sustainment & Enhancement of ammunitions and associated systems.

The management of the FSAF-PAAMS Programme is aimed at optimising the use of as many common elements as possible. It also gives consideration to the potential to extend the capabilities of the systems.

2. Duties and Responsibilities

Within the Technical Section, the “Launchers and Mobility Officer” will report to the Technical Section Leader and Programme Manager. They are responsible for the Launchers’ Sub-systems, the mobility and munitions’ simulators of the different modules of the Ground Systems. They will contribute to the development and production of the SAMP/T NG variants in coordination with the FR and IT SAMP/T NG coordinators and Ground FCU Officers.

With the SAMP/T NG Coordinators and ammunition sub-section leader, they will have to ensure that commonalities between the two national SAMP/T NG variants at Module de Lancement Terrestre (MLT – Missile Launcher) and simulators level will be maintained, to ensure a long-term value for money for the nations.

In particular they will:

- Provide support for the definition, monitoring and control of programme activities related to the launchers, trucks and simulators, internal and external to the PD, including all activities concerning where industry, national experts and governmental bodies are involved, for respecting the established technical and operational requirements, the time scale and costs, as well as the requirements relating to logistics, maintenance, installation, quality and configuration control;
- Interact with all other Sections and coordinators of the PD, as and when post duties will necessitate it;
- Liaise with the SAMP/T coordinators, to assist the technical and In-Service-Support (ISS) sections in guaranteeing the sustainability of the legacy SAMP/T systems;
- Contribute to the preparation of new contracts;
- Contribute to the preparation of meetings and all relevant documents, as required, for all questions regarding the respect of technical requirement and contractual performance specifications;

- Provide advice on technical events relating to the MLT launchers, trucks and simulators including during engineering reviews and progress report meetings;
- Provide advice on proposed modification of the sub-systems verifying, with the Programme Management Section, the configuration of sub-systems prior to each firing campaign or major event;
- Monitor the trials, contributing to the preparation and direction of the organisation for “sub-system qualification processes” taking care, in co-operation with other PD sections of the relationship between the PD and national organisations concerning qualification activities;
- Provide advice for the approval of deliverables and equipment;
- Contribute to the management of the production upgrade process and control, with staff members who are responsible for other subsystems, the organisation of the production cycle and costs in line with the national requirements and proposing correctives measures necessary;
- Contribute to Expert Working Groups, as directed by the Programme Manager and to the preparation of Programme technical reports;
- Apply all enforceable procedures within the defined relations among other bodies involved in the programme;
- Undertake FSAF-PAAMS programme related duties including trial-related activities at an Industrial/Government Site or Facility when designated;
- If necessary, take on additional tasks as required by the Programme 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** Sound knowledge and experience of Defence Weapon Systems based on, in particular, on the type of sub-system (particularly launcher systems, truck mobility, simulators);
- ES 2** Experience in technical management (solving issues, contracts, relations with industry);
- ES 3** Broad experience in trials/testing, qualification and acceptance of technically complex defence systems;
- ES 4** Knowledge in Software development and configuration management;
- ES 5** Knowledge of configuration, quality and risk management's procedures particularly in production phase.

4.2 Desirable:

- DS 1** Knowledge of the FSAF/PAAMS systems and, in particular, SAMP/T System and sub-systems;
- DS 2** Previous experience of working with or in other Defence international organisations;
- DS 3** Knowledge of scheduling and deconflicting activities implementation, plus management of interdependencies;
- DS 4** Knowledge of Government Furnished Assets (GFX) management.

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 degree or equivalent education with several years of experience in the activities directly related to the tasks prescribed is highly desirable.

7. Security Clearance

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

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

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Francis CELESTE (FSAF-PAAMS Programme Manager)

Email: francis.celeste@occar.int

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

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VACANCY NOTICE	
Post	A685 – NAVAL MUNITION OFFICER
Grade	A3
Division	FSAF-PAAMS Programme Division
Section	Technical Section
Management of Staff	0
Location	Paris area, France
Initial Contract Duration	3 years
Closing Date for Applications	12 August 2026
Start Date	01 November 2026
Interview Date	Week commencing on 07 September 2026

1. Background

The scope of the FSAF-PAAMS Programme is:

- The Definition, Development, Production and In-Service Support (ISS) of the Future Surface to Air systems Family (FSAF), concerning the following systems:

- Surface-to-Air Anti-Missile Systems for France (SAAM-FR) and Italy (SAAM-IT);
- Surface-to-Air Medium Range Land system (SAMP/T) for France and Italy;
- The ammunition production and ISS of the Principal Anti Air Missile Systems (PAAMS);
- The ISS of the FSAF-PAAMS systems, PAAMS systems (EMPAR and common sub-systems with the SAMPSON version) and Long-Range Radar (LRR), including ammunition and training and support equipment;
- The capability Sustainment & Enhancement of ammunitions and associated naval systems for France, Italy and the UK.

The management of the FSAF-PAAMS Programme is aimed at optimising the use of as many common elements as possible and considers the potential to extend the capabilities of the systems in cooperation.

The Programme Division is based in Paris, France. It is composed of more than 30 Staff Members from Italy, France and the UK. Due to the increase of Nations requirements, it is planned to be expanded.

2. Duties and Responsibilities

The Naval Munition Officer will report to the Technical Section Leader and the Programme Manager. He will daily work under the responsibility of the ammunition and launcher sub-section leader and will work closely with the other Munition Officers, the Naval System Coordinator and the Naval Support System Officers.

They will contribute to tasks related to the Munition Mid-Life-Update (MLU) Aster, the development of new naval Aster versions and the production of new munitions and their integration in Naval Systems.

The post holder will:

- Support the Ammunition & Launchers Sub-Section Leader, Naval System Coordinator and Technical Section Leaders for the definition, monitoring and control of the technical activities related to the munition as defined above. They will be responsible of the daily management of some internal and external objectives of those programmes and will be required to manage efficiently the industry, national experts and governmental bodies' stakeholders.
- Contribute to the establishment of technical and operational requirements, the time scale and costs, as well as the logistics, delivery, quality and configuration control requirements;
- Verify the performance achieved against the contractual requirements and the simulation of impacts;
- Contribute to the preparation of contractual changes;

- Preparation of meetings and all relevant documents, as required, for all aspects regarding technical requirement and contractual performance specifications;
- Provide advice on technical events relating to the programme activities under his responsibility;
- Provide advice on proposed technical modifications with other relevant experts and officers to the Programme Management;
- Monitor the trials, contributing to the preparation and direction of the organisation for “qualification processes”, in cooperation with other PD sections and involved national organisations concerning qualification activities;
- Review and advise for the approval of deliverables and equipment;
- Contribute to the management of Obsolescence, ageing activities and trials for pyrotechnical life extension;
- Manage safety aspects, technical facts and configuring control concerning munitions in coordination with the other Officers involved in the Naval domain;
- Contribute to the management of the production process and control methods, management of the production cycle, whilst managing the National requirements and proposing corrective measures necessary;
- Manage the Expert Working Groups, as directed by line management and the preparation plus review of related technical data packs;
- When necessary, take temporary additional tasks as required by the Programme 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** Sound knowledge and experience on missile systems for Naval Air-Defence;
- ES 2** Thorough technical experience/knowledge of the pyrotechnic munition chain, re-life of munition propellants and electronic components and their critical conditions for use, storage, transport and handling;
- ES 3** Broad knowledge of Programme Management processes for development, production and support phases (Risk, Quality and Configuration Management, Project Planning, Reporting);
- ES 4** Knowledge of Configuration and Quality management's procedures, ensuring compliance with interoperability, safety, and performance requirements;
- ES 5** Knowledge of naval capability insertions methodology, including integration and upgrade of combat systems, sensors, and communications.

4.2 Desirable:

- DS 1** Previous experience of technical munition activities (simulations, ECPs and Technical Facts management, etc.);
- DS 2** Previous experience on operational-logistic stockpile management (maintenance, storage, transportation, etc.);
- DS 3** Previous experience of working with or in other Defence international organisations;
- DS 4** Sound knowledge in the missile simulation process and tools;
- DS 5** Experience supporting systems' engineering and certification activities in a maritime defence context.

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 education with several years of experience in the activities directly related to the tasks prescribed is highly desirable.

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:

Francis CELESTE (FSAF-PAAMS Programme Manager)

Email: francis.celeste@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>.