

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

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

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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Riferimento:

f. prot. n. M_D ABBE6E3 0085101 in data 04 agosto 2026 di DNA I Rep. (non a tutti);

Seguito:

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 personale 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 la data indicata nel citato **Allegato “B”**, corredate delle schede biografiche in lingua italiana e dell’OCCAR *Application Form* (IP45-03 *Issue* 5)¹, 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,
 - 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.

p. IL CAPO REPARTO

Gen. D. Mario CIORRA *a.p.s.*

IL VICE CAPO REPARTO

CA. Pasquale ESPOSITO

¹ 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 Quality Management Office	BONN (DEU)	A016 "QUALITY MANAGER 1"	A4 (Ten.Col. e gradi equivalenti)	//	3 ANNI	01-gen-27	EMA	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	21-ago-26	2-set-26	7-set-26	26-ott-26
MALE RPAS Programme Division Commercial and Contract Section	MUNICH (DEU)	AF09 "Commercial and Contract Section Leader"	A5 (Col. e gradi equivalenti)	//		01-gen-27	EMA	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	21-ago-26	2-set-26	14-set-26	12-ott-26



VACANCY NOTICE	
Post	AF09 - COMMERCIAL AND CONTRACT SECTION LEADER
Grade	A5
Division	MALE RPAS Programme Division
Section	Commercial and Contract Section
Management of Staff	4
Location	Munich/Hallbergmoos, DE
Initial Contract Duration	3 years
Closing Date for Applications	14 September 2026
Start Date	01 January 2027
Interview Date	Week commencing on 12 October 2026

1. Background

The European Medium Altitude Long Endurance (MALE) Remotely Piloted Air System (RPAS) Programme is a multinational cooperative programme with the participation of the Federal Republic of Germany, the French Republic, the Italian Republic and the Kingdom of Spain, recently joined by Japan and India as observers.

The MALE RPAS Programme Division (MRPD) is responsible for the execution of the Contracts for the Definition, Development, Production and In Service Support for the MALE RPAS, and of any potential additional Contracts in specific areas.

The MALE RPAS Programme Division is based in Hallbergmoos (Munich area), Germany.

To date, the MALE RPAS Programme has successfully passed towards gradual key milestones. A Definition Study was launched in 2016 to define common requirements among the Programme Participating States (PPSs) and was successfully concluded in 2018. The Invitation for Tendering for a Stage 2 Contract (Development and Production including 5 years of Initial In-service Support) was launched in October 2018. The subsequent two years were fully devoted to negotiating and refining the industry offer to ensure that the contract would meet PPS' expectations in terms of performance, affordability and value for money. The Stage 2 Contract was signed on 24 February 2022. The MALE RPAS Programme has successfully passed the Preliminary Design Review in 2024 and the Critical Design Review in 2025 that concludes the design phase enabling the start of prototype production and paving the way to the first flight.

In this context, the Contract and Commercial Section is responsible for all contractual, commercial and financial activities, but also manages this European armament Programme with respect to the European Defence Fund (EDF) and other future funds established by the European Commission (EU-Com) strengthening European sovereignty and continuously aiming at improving the effectiveness of European industrial defence cooperation.

2. Duties and Responsibilities

The Commercial and Contract Section Leader supports and advises on all legal and commercial topics for the MRPD and will oversee PPSs MOU/IA negotiations. They will be central to drafting or amending all Programme Decisions (ProgD) between PPSs and OCCAR-EA. The post holder reports to the MALE RPAS Programme Manager.

The responsibilities will include:

- The set up of the contract management strategy;
- Preparation, negotiation, conclusion and closure of contracts and contract amendments;
- Provide advice and support of the Memorandum of Understanding (MoU) negotiations;
- Provide legal advice relating to all Programme Division activities;
- Manage the operational and administrative budget and all resulting EDF (or other EU funding) implications;
- Manage the section staff;

- Lead and supervise the commercial part of the process for integrated programme planning focused on high level objectives.

In particular, they will:

- Lead the Contract negotiation with selected Contractor/Industry;
- Lead the price negotiation of the Stage 2 Global Contract and potential other Contracts under Stage 2 including the involvement of PPSs' National Pricing Authorities;
- Strategic input to the Programme Manager with particular emphasis on the Stage 2 Global Contract towards the Contractor or the MALE RPAS industrial consortium in case of EDF or other EU contributions;
- Manage all contract, finance and legal issues for EDF or other EU contributions for the MALE RPAS programme;
- Establishment of Procurement Strategies/Contract Routes for future Phases/requirements;
- Oversight and Management of all Programme Division finances and budgets;
- Preparation and scrutiny of budgets, forecasts and presentation of budget submissions to PPSs;
- Liaison and advice to PPSs on specific Programme commercial, contract and legal issues;
- Programme Division advice and support to Memorandum of Understanding (MOU) and ProgD negotiations;
- Legal and contract advice on all Programme and Programme Division matters and associated issues;
- Oversight and mentor for MALE RPAS Site Support Assistant relating to Contract and Finance matters;
- Manage and co-ordinate the activities of invoicing ensuring timely payment of due invoices;
- Briefing to PPSs at senior level on all Commercial and Contract Issues;
- Liaison, presentation and interface with Board of Auditors, Internal Audit Office and PPSs' auditors etc;
- Management of all Commercial and Contract staff.

The Commercial and Contract Section Leader will also:

- Ensure application of OCCAR procurement methodology, contractual rules and regulations, framework documents including OCCAR MALE RPAS ProgD's and MRPD Divisional Instructions;
- Ensure effective coordination and co-operation with OCCAR/Programme Management Support Division (PMSD) and Finance Division (FD);
- Apply the financial principles and rules of OCCAR OMP10 and follow guidance and supervision provided by Head of Finance Division (FD);
- Ensure effective coordination and co-operation with other international organisation, such as e.g. the EU-Commission on funding rules and regulations;
- Build good professional working relationships with Industry, PPSs and OCCAR-EA.

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 ability proven through results attained in performing jobs in this field for other national/international organisations; |
| CS 2 | Excellent leadership, interpersonal and team working 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** Thorough and proven experience in complex defence programmes in a multi-national environment incl. defence structures, organisation and industries;
- ES 2** Thorough and proven senior experience of leading contract negotiations, incl. pricing of major programmes nationally and internationally;
- ES 3** Experience in leading the management and monitoring of complex defence contracts;
- ES 4** Experience in budget planning and finance management of complex defence procurement programmes;
- ES 5** Experience in negotiating MOUs and/or other international agreements.

4.2 Desirable:

- DS 1** Proven hands-on experience and knowledge of MALE RPAS Participating State contract law, particularly German contract law, and ITAR/EAR regulations;
- DS 2** Awareness of financial procedures of other defence related structures and organisations, incl. audit preparations and execution;
- DS 3** Knowledge of national pricing procedures and processes from at least one MALE RPAS Participating State;
- DS 4** Hands-on experience in the use of complex ERP systems (such as ORACLE; SAP etc.);
- DS 5** Knowledge of Through Life Management and Risk Management concepts.

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 qualification in the activities directly related to the described tasks is required.

7. Security Clearance

Security clearance at OCCAR Secret level is required for this post, or must be acquired within 6 months of taking up duty.

8. Applications and Points of Contact

For further information regarding this Post, please contact:

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	A016 - QUALITY MANAGER 1
Grade	A4
Division	OCCAR-EA Directorate
Section	Quality Management Office
Management of Staff	0
Location	Bonn, DE
Initial Contract Duration	3 years
Closing Date for Applications	07 September 2026
Start Date	01 January 2027
Interview Date	Week commencing on 26 October 2026

1. Background

OCCAR is an international organisation whose core-business is the through life management of cooperative defence equipment programmes. OCCAR is a centre of excellence in its business domain. This vision is underpinned by the implementation of a comprehensive business management framework, comprising a Quality Management System (QMS), which attained the ISO 9001 certification.

The Quality Manager 1 plays a key role in ensuring organisational excellence by maintaining, evolving and assuring the effectiveness of the OCCAR EA QMS in line with ISO 9001, AQAP standards and the OCCAR Corporate Strategy.

The Quality Management Office (QMO) within OCCAR-EA is responsible for:

- Assisting the OCCAR-EA Deputy Director in the role of the Quality Management Representative (QMR) to monitor, maintain and improve the OCCAR-EA Quality Management System;
- Serve as the primary focal point for Quality Management and Quality Assurance for the organisation;
- Supporting the Internal Audit Office (IAO) in the execution of the annual Internal Audit Strategy and Programme.

The QMO reports directly to the:

- OCCAR-EA Deputy Director in all aspects related to the OCCAR-EA Quality Management System (QMS) including Government Quality Assurance.

2. Duties and Responsibilities

The Quality Manager (QM) 1:

- Coordinates cross-organisational initiatives addressing major evolutions and improvements of the OCCAR-EA QMS;
- Supports the QMR in all matters concerning the OCCAR-EA QMS;
- Supports the IAO in providing the OCCAR-EA Director with an independent assessment of the compliance, effectiveness, efficiency and suitability of the OCCAR-EA QMS.

2.1 Quality Management System

The QM 1 will report directly to the OCCAR-EA Deputy Director and will:

- Maintain the Quality Policy;
- Ensure that the Management System is kept suitable for OCCAR-EA's business and consistent with the OCCAR Corporate Strategy and Annual Business Plan approved by Member States;
- Proactively identify new requirements placed on the Management System by evolutions of the strategy of OCCAR-EA (including regulatory framework), propose/coordinate response and coordinate corresponding actions where appropriate;
- Assess the compliance and consistency of proposed changes to the high-level documentation of the Management System;

- Maintain the conditions for sustained ISO 9001 certification, manage interactions with the selected ISO certification body and ensure that gaps and recommendations identified by external audits are addressed;
- Prepare, execute and follow-up activities associated with the annual Management Review process, including assessment of inputs from divisions, identification of opportunities for improvement of key processes and follow up of actions;
- Prepare, execute and follow-up activities associated with the CoPs, including those Chaired by QMO (QM, Government Quality Assurance [GQA] and Environmental Management [EM]);
- Provide support to the Programme and Central Office Divisions for the development of internal QMS procedures and documentation;
- Support digitalisation initiatives related to QMS workflows, including improvements to SharePoint based processes and the integration of emerging tools (e.g., digital forms, AI supported solutions);
- Ensure that gaps and shortcomings in the OCCAR-EA QMS, identified in internal and external audits, are analysed/assessed and propose relevant actions;
- Stay abreast of developing methodologies and emerging standards in the domain of business management, assess their relevance to OCCAR-EA and present them at the annual Management Review for consideration;
- Train new staff, as needed.

2.2 Government Quality Assurance

The QM 1 will:

- Maintain the OCCAR Management Procedure (OMP) 7 “Government Quality Assurance” in accordance with OCCAR rules and regulations and ensure that it is kept suitable for OCCAR-EA’s business;
- Chair the GQA CoP meetings;
- Provide support to OCCAR-EA divisions in GQA matters;
- Keep abreast of national/international GQA policies and procedures (e.g., NATO).

2.3 Focal Point

The QM 1 will:

- Provide support and guidance to all Programme and Central Office Divisions as the primary focal point within OCCAR for QM, GQA and EM.

2.4 Internal Audit Function

The QM 1 will collaborate with the IAO to:

- Support the preparation of the annual Internal Audit Strategy and Programme;
- Support the resolution and closure of audit findings directly related to the OCCAR-EA QMS;
- Coordinate and interact with other audit entities (e.g., Board of Auditors, International Organisation for Standardisation; Institute of Internal Auditors);
- Provide support to OCCAR-EA divisions in the preparation and execution of 2nd party audits;
- Keep abreast of policies/procedures and current developments in auditing professions, as applicable.

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** Minimum 5 years' experience in a programme management environment, particularly in the field of defence procurement in the OCCAR Member States;
- ES 2** Minimum 3 years' experience in support of the maintenance and evaluation of a Corporate Quality Management System, including supervision of and contributions to continuous improvement;
- ES 3** Experience delivering a QMS through ISO 9001 certification of at least one certification cycle and in-depth knowledge of ISO 9000 series of standards;
- ES 4** Extensive experience delivering cross-organisational meetings;
- ES 5** In-depth understanding of the AQAP 2000 series of standards and the application of GQA within supply chains.

4.2 Desirable:

- DS 1** Experience working with ISO 14001 environmental management systems, including implementation, maintenance, or support of ISO 14001 aligned processes and procedures;
- DS 2** Successfully passed the ISO 9001 Lead Auditor Training course or equivalent;
- DS 3** Experience with auditing (first, second and third party);
- DS 4** Extensive experience with the preparation of digital forms and templates;
- DS 5** Experience with using an AI tool to improve a QMS.

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 in the activities directly related to the prescribed tasks.

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

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