



VACANCY NOTICE	
Post	A910 - OPERATIONAL COMMUNICATION SPECIALIST
Grade	A3*
Division	ESSOR Programme Division
Section	Technical Section
Management of Staff	0
Location	Bonn, DE
Initial Contract Duration	3 years
Closing Date for Applications	24/08/2026
Start Date	01/12/2026
Interview Date	Week commencing on 21/09/2026

1. Background

The aim of the ESSOR Programme is to develop and produce a complete portfolio of European Software Defined Radio (SDR) products to meet the requirement for interoperable tactical communications in multinational deployment of the Participating States, through the following Programme activities:

- Contribute to the development of an autonomous European Defence Technological Industrial Base in SDR through the establishment of the normative referential required for the development and production of a military SDR in Europe;
- Define and maintain a referential system architecture for ESSOR shared at European level and develop an associated certification environment;
- Develop a complete family of SDR applications providing interoperability to tactical communications in the land, 3D, airborne and maritime domain;
- Develop and maintain a through Life Management (TLM) approach ensuring the maximisation of the benefits to the Programme Participating States throughout the entire lifecycle of the developed systems;
- Support the standardisation efforts of the ESSOR products in the relevant for a (e.g., NATO, EDA, Wireless Innovation Forum, FMN).

The tasks carried out within the ESSOR Programme will concern the following activities for the ESSOR Architecture and the ESSOR waveforms (named as ESSOR Products):

- developing and testing of new waveforms;
- the technical and operational development of the ESSOR Products;
- the standardisation of the ESSOR Products;
- Management of the ESSOR Product lifecycle through functions like ILS, Requirements Management, Information Lifecycle Management, Life-cycle cost estimate;
- Preparation of subsequent Programme stages.

2. Duties and Responsibilities

The Operational Specialist shall contribute to achieving the technical objectives of the programme by supporting the Technical Section Leader in the field (wide band and narrow band) communications.

The Operational Communication Specialist will report to the Technical Section Leader or Programme manager when required.

The role requires a technically oriented profile with a strong understanding of operational environments and the ability to translate operational needs into technical solutions.

The post holder will:

- Support the Risk Officers in identifying, assessing and mitigate risks related to the ESSOR programme;
- Support the preparation and execution of common operational exercise scenarios for the ESSOR product in conjunction with the main multinational exercises (e.g., CWIX);

- Support the identification of operational needs and the development of a set of procedures for conducting on-site tests and field tests suitable for the use of ESSOR products and their harmonization;
- Support the planning, preparation and execution of ESSOR Field Testing (EFT) activities, including definition of test scenarios, methodologies, KPIs and analysis of results, in coordination with Participating States and industrial stakeholders;
- Contribute to the integration, configuration and validation of SDR platforms and waveforms during field and laboratory tests;
- Support the definition, development and validation of the ESSOR Mission Framework (EMF), including network planning concepts, configuration data models and operational procedures for multinational deployments;
- Contribute to the development, specification update and validation of ESSOR waveforms.
- Review of the contractual deliverables related to common activities contributing to the approval/acceptance process of the common deliverables;
- Contribute to the approval/acceptance process of the common deliverables;
- Support the TSL or the PM in the internal quality functions, i.e., compliance of the ESSOR PD processes to the OCCAR-EA policies and guidelines;
- Support the TSL or the PM in the elaboration of technical requirements for new phases/stages of the ESSOR Programme, as required by the PM;
- Contribute to the development, specification update and validation of ESSOR waveforms, including support to standardisation activities;
- Undertake temporary additional tasks for common activities or activities concerning only the Participating State;
- Prepare subsequent Programme stages contributing to consolidate the operational needs;
- Co-ordinate with the ESSOR Commercial Section, the ESSOR Technical Section and the Programme Manager for all activities;
- Provide regular reports to 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** Experience or knowledge in planning and execution of system integration and field-testing activities for communication systems;
- ES 2** Knowledge and experience in translating operational needs into technical and test requirements, including scenario design, KPI definition and performance evaluation;
- ES 3** Knowledge and experience in drafting and developing Test Acceptance Plans and test protocols, conducting factory and on-site tests;
- ES 4** Knowledge and experience in Software Defined Radio (SDR) systems and tactical waveforms (narrowband and/or wideband);
- ES 5** Experience in the integration and validation of complex systems (System-of-Systems approach), preferably in multi-vendor or multinational environments.

4.2 Desirable:

- DS 1** Knowledge and experience in operating or using network management and mission planning systems for tactical radio systems;
- DS 2** Knowledge of security management concepts for tactical radio systems;
- DS 3** Knowledge of waveform development lifecycle, including specification updates, modelling/simulation and software verification;
- DS 4** Experience in preparation and execution of multinational exercises, trials or field-testing activities;
- DS 5** Knowledge and experience in operational preparation, deployment and management of radio systems (i.e., past experiences in a J6 cell or NOC).

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 a relevant technical discipline is considered 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:

Ms Vanesa MARTINEZ TAMARGO (Programme Manager)

Email: vanesa.martinez@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>.

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