



VACANCY NOTICE	
Post	A639 – EMPAR FCU / LRR 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	26 August 2026
Start Date	01 November 2026
Interview Date	Week commencing on 21 September 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), 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 In-Service Support (including mid-life update) 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 Aster ammunition MLU Production and In Service Support for France, Italy and UK;
- The capability Sustainment & Enhancement of Aster 30 ammunitions (Block-1 NT) and associated 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.

2. Duties and Responsibilities

Within the Technical Section, the EMPAR based FCU/ LRR Officer will report to the Technical Section Leader. With the Naval Coordinator, they are responsible for the EMPAR Firing Control Unit of the SAAM/IT and PAAMS-E system (radar sensors, C2 and internal data links) and LRR and responsible of the contribution of FSAF-PAAMS PD for PAAMS MLR in support of MLU HRZ PD.

The post holder will have the responsibility:

- Support S&E naval activities and the other support of the common naval activities;
- Support the Technical Section Leader for the definition, monitoring and control of all sub-system programme activities, internal and external to the PD including all activities where industry, national experts and governmental bodies are involved for respecting established technical and operational requirements, the time scale and costs, as well as the activities relating to logistics, maintenance, installation, quality and configuration control;
- Interact with all other Sections and co-ordinators of the PD according to all relevant activities of interest;
- Contribute to the monitoring of the PAAMS MLR technical development and production in support of MLU HRZ PD;

- Contribute to the preparation of meetings with all relevant documents as required, for all aspects regarding technical requirement and contractual performance specifications;
- Provide advice on technical events relating to the sub-system;
- Provide advice on proposed modification of the sub-system verifying, with the Programme Management Section, the configuration of the sub-system prior to each firing campaign or major event;
- Provide advice for the approval of deliverable and equipment;
- Contribute to Experts Working Groups, as directed by the Programme Manager and to the preparation of programme technical reports;
- Apply all procedures within the defined relations among the bodies involved in the programme;
- Support the Section Leader in activities concerning the Section, carrying out all necessary actions for ensuring the regular running of the programme;
- Support ILS/ISS Section for the preparation and execution of contractual activities related to the ISS in the naval domain;
- Contribute to the treatment of the contractual documents/ deliveries (CADR, Internal Memo, assessments, etc)
- Perform temporary additional tasks if demanded by the PM.

3. Key competences and skills required for the grade

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

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| CS 1 | 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** Good knowledge and experience in radar systems and in naval air defence systems;
- ES 2** Broad experience in trials/testing and acceptance of technically complex deliverables;
- ES 3** Good and proven experience in technical and contractual management (Technical facts solving, contract SoW drafting, processing of deliveries, relations with industry, etc);
- ES 4** Good knowledge acquired on PAAMS-E and LRR systems;
- ES 5** Knowledge of technical-operational environment of the sub-systems in particular:
 - Knowledge of relevant logistics support aspects (spares, repairs, maintenance, training, data management, obsolescence, etc);
 - Knowledge of configuration and quality management guidelines and procedures;
 - Knowledge in risk management techniques and its application.

4.2 Desirable:

- DS 1** Previous experience in international armament co-operation activities/projects;
- DS 2** Awareness of other Nation's Programme Defence structures and organisations;
- DS 3** Knowledge and experience in system simulation;
- DS 4** Knowledge of the OCCAR Through Life Management (TLM) concept;
- DS 5** Knowledge in applying Programme Management principles in a true TLM sense.

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 in the activities directly related to the tasks described is highly desirable.

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

7. Security Clearance

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

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>.