



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

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