



VACANCY NOTICE	
Post	A050 - INTEGRATION AND PROGRAMME MANAGEMENT SECTION LEADER
Grade	A5
Division	Programme Management Support Division
Section	Integration and Programme Management Section
Management of Staff	10
Location	Bonn, DE
Initial Contract Duration	3 years
Closing Date for Applications	10/12/2026
Start Date	01/03/2027
Interview Date	Week commencing on 11/01/2027

1. Background

The Programme Management Support Division (PMSD) within the Central Office (CO) of OCCAR-EA is the focal point for the continuous improvement of OCCAR's programme management performance and for the integration and start-up of new programmes.

The Integration and Programme Management Section contributes to these activities by providing specialist expertise in programme integration, programme management, systems engineering, through-life management, requirements management, configuration management, risk management and integrated logistic support in support of OCCAR programmes and corporate objectives.

The Section is responsible for leading and supporting the integration of new programmes, promoting programme management best practices, providing programme management assurance and supporting Programme Divisions throughout the programme life cycle.

2. Duties and Responsibilities

The Integration and Programme Management Section Leader reports to the Head of Programme Management Support Division (HoPMSD).

The post holder is responsible for leading the Integration and Programme Management Section and providing expertise in programme integration, programme management, through-life management and associated disciplines in support of OCCAR programmes and corporate objectives.

In particular, the Integration and Programme Management Section Leader will:

- Lead the Integration and Programme Management Section to achieve the objectives set out in the OCCAR-EA Business Plan and PMSD management plans;
- Lead the integration of new programmes into OCCAR and support the integration of new programme stages and major programme changes;
- Provide advice and support to OCCAR Programme Divisions on programme management, systems engineering, through-life management, integrated logistic support, requirements management, configuration management and risk management matters;
- Promote the consistent application and continuous improvement of OCCAR programme management policies, processes, methods, tools and best practices;
- Support procurement and contract management activities, including tendering and contract negotiation processes;
- Provide assurance and quality review of programme-related documentation and governance submissions and advise OCCAR management on programme-related issues;
- Promote effective working relationships with Programme Divisions, Participating States, industrial organisations and other stakeholders on programme integration and programme management matters;
- Manage staff in the Section in a manner that promotes teamwork, professional development and the achievement of objectives in an efficient and timely manner.

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 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** Significant experience in the initiation, integration and management of complex defence and/or armament programmes within an international environment;
- ES 2** Extensive knowledge and practical application of programme management principles, processes, methods and tools throughout the programme life cycle, including Through-Life Management;
- ES 3** knowledge and background in at least one technical or engineering discipline/domain relating to armament programmes;
- ES 4** Demonstrated experience of leading multidisciplinary and multinational teams and engaging effectively with governmental, military and industrial stakeholders;
- ES 5** Proven experience in the development, implementation or application of programme management policies, procedures, standards, methodologies or best practices.

4.2 Desirable:

- DS 1** Practical experience in commercial and contractual management activities associated with complex defence procurement programmes;
- DS 2** Practical experience in requirements management and/or configuration management;
- DS 3** Knowledge of European defence cooperation structures, OCCAR governance arrangements, Memoranda of Understanding (MoUs) and other international agreements;
- DS 4** Experience in developing, implementing or improving organisational processes, procedures and best practices;
- DS 5** Experience working within a matrix management organisation and influencing stakeholders without direct line-management authority.

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.

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Lorenzo POLISENO (Acting Head of Programme Management Support Division)

Email: lorenzo.poliseno@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

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

appointment. For further information please visit our web-site: OCCAR Privacy Statement - <http://www.occar.int/privacy-data-protection>.