



VACANCY NOTICE	
Post	A070 - SENIOR NETWORK AND COMMUNICATIONS ENGINEER
Grade	A3
Division	Information Division
Section	Information and Communication Technology Section
Management of Staff	2 (one staff, one contractor)
Location	Bonn, DE
Initial Contract Duration	3 years
Closing Date for Applications	19 January 2027
Start Date	01 July 2027
Interview Date	Week commencing on 22 February 2027

1. Background

The Information Division (ID) is responsible for providing services related to Information and Communication Technology (ICT) and Information Management (IM) to support and enable the Programme Divisions and the Central Office to carry out the core activities of OCCAR-EA efficiently and effectively.

This includes all matters relating to ICT and IM, including the management of IT infrastructure, cybersecurity, data protection, digital communication systems, collaboration tools, software applications, knowledge management, data governance, and ensuring the secure and compliant handling of all information across OCCAR-EA.

The ID comprises the ICT and IM Sections. The ICT Section is responsible for:

- Defining and implementing ICT policies and plans in support of OCCAR-EA, under the direction and guidance of the Head of Division, and in line with the broader OCCAR-EA Information Management Concept and overall OCCAR-EA strategy;
- End-to-end ownership of the acquisition, deployment, maintenance, cyber-security and configuration management of the entire OCCAR-EA ICT infrastructure and services, encompassing client devices, networking components, server environments, databases and corporate applications on premises and throughout all OCCAR sites;
- Overseeing the technical aspects of ICT support contracts and monitoring contractor performance to ensure service quality and compliance.

2. Duties and Responsibilities

The **Senior Network and Communications Engineer** acts also as the ICT Network Domain team leader and reports directly to the ICT Section Leader.

Responsible for resolving complex as well as everyday service requests relating to network hardware and software problems and malfunctions; interacting and consulting with customers and contractors; providing guidance, assistance, and follow-up on network related topics and defining and assisting in the implementation of related hardware and software.

The Senior Network and Communications Engineer leads the design, implementation, operation, security, and continuous improvement of the Organisation's network, communications, collaboration tools and Cloud related services. The role is responsible for ensuring reliable, secure, and innovative connectivity solutions, unified communications platforms and digital collaboration services and tools, while aligning ICT capabilities with business objectives.

The post holder acts as OCCAR-EA ICT (ID) Network Domain Team manager, reports directly to the ICT Section Leader, and serves as the designated **Deputy for the ICT Section Leader**, supporting the leadership and coordination of the ICT Section and being always ready to assume delegated management responsibilities when required.

In particular, they are responsible for:

1. Leadership and People Management

- Lead the Network, Communications and Collaboration domain and ensure the delivery of agreed objectives, projects, and service levels;
- Direct, mentor and develop network administrators, technical specialists, contractors, and external service providers;

- Coordinate the activities of external support personnel, managed service providers, and telecommunications suppliers;
- Manage changes, incidents, service requests, problems, and continuous service improvement initiatives within the network, communications, and collaboration domains;
- Act as the designated Deputy to the ICT Section Leader and assume delegated management responsibilities in their absence or as required.

2. Strategy, Architecture and Innovation

- Define, develop, maintain and govern the Organisation's enterprise network, network security, connectivity, unified communications, and collaboration architecture;
- Develop strategic roadmaps for network modernisation, like SD-WAN, cloud networking, Secure Access Service Edge (SASE), Zero Trust Network Access (ZTNA), software-defined infrastructure, and next-generation collaboration services;
- Evaluate emerging networking, communication, collaboration, automation, and AI-enabled technologies and provide recommendations for their adoption;
- Translate business requirements into scalable, resilient, secure, and cost-effective ICT solutions in collaboration with ICT stakeholders.

3. Network and Communication Services Management

- Manage enterprise LAN/VLAN, WAN, Wi-Fi, Internet connectivity, cloud connectivity, VPN services, remote access infrastructure, and DMZ environments;
- Manage Unified Communications and Collaboration platforms, including voice services, SIP trunking, video conferencing, meeting services, messaging, and digital workplace collaboration tools;
- Define, implement and maintain network monitoring, performance management, capacity planning, and service availability processes;
- Ensure high availability, resilience, business continuity, and disaster recovery capabilities for network, communication and collaboration services;
- Assisting on a technical level the organisation social media responsible business development staffs.

4. Security and Compliance

- Deploy, configure and administrate the secure cryptographic network gateways and secure client workstations for the classified networks;
- Ensure network and communication services comply with organisational security standards, cybersecurity frameworks, and regulatory requirements;
- Collaborate closely with the ICT Security Manager in defining and implementing secure network architectures, Zero Trust principles, identity-aware access controls, and secure remote access solutions;
- Oversee vulnerability remediation activities and support incident response related to network and communication services.

5. Vendor, Contract and Service Management

- Manage ISP, telecommunications, cloud connectivity, managed service, hardware and software support contracts;
- Develop technical specifications, statements of work, and tender documentation for procurements related to networking, communications, collaboration, and connectivity services;
- Participate in technical evaluations of proposals and vendor selection processes;
- Monitor supplier performance and ensure compliance with contractual obligations and Service Level Agreements (SLAs).

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:

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| ES 1 | Proven experience leading network, communications and collaboration teams, including technical staff, contractors and external service providers. Demonstrated ability to manage incidents, problems, changes, service requests and continuous service improvement initiatives, while coordinating stakeholders and acting in a supervisory or deputy management capacity within an ICT environment; |
|-------------|--|

- ES 2** Proven experience in the design, planning, implementation, administration and support of enterprise network infrastructures and communication services, including LAN/WAN, routing and switching, Wi-Fi, MPLS, VPN, DMZ, cloud connectivity and unified communications. Experience in developing technology roadmaps and evaluating emerging technologies such as SD-WAN, SASE, ZTNA, software-defined infrastructure, automation and AI-enabled solutions is required;
- ES 3** Proven expertise and experience in network security design, implementation and support for environments handling Classified information. Expertise and at least 5-year experience in CISCO-based security and communications solutions, including firewalls, VPN technologies, VoIP, video conferencing, messaging and collaboration platforms. Proven expertise and experience with military-grade or cryptographic communication systems, including SINA gateways and secure endpoints;
- ES 4** Demonstrated ability to define, maintain and govern secure, resilient and scalable network, communications and collaboration architectures. Experience implementing cybersecurity frameworks, Zero Trust principles, secure remote access solutions, vulnerability remediation and business continuity/disaster recovery capabilities, in close cooperation with ICT security stakeholders;
- ES 5** Proven experience supporting multi-year budget preparation, budget execution and the related ICT procurement activities, including technical specifications, statements of work, tender evaluations, SLA monitoring, contract management, supplier performance oversight and invoice approval processes.

4.2 Desirable:

- DS 1** Cisco certifications in the domain of “Routing & Switching”, Security and/or Collaboration (Entry, Associate, Professional or Expert);
- DS 2** First-hand experience in configuring and managing Layer 2/3 VPN gateway IT infrastructure; certifications in respective technology solutions (e.g., Cisco, SINA, Stormshield, Juniper, or similar);
- DS 3** Practical experience in design, planning, tendering and implementation of complex network design projects, including new technologies such as unified communications and software-defined networks;
- DS 4** First-hand experience with Cisco unified communication and video conferencing solutions; Palo Alto, NetAsq and Cisco ASA firewalls and IPS;
- DS 5** Experience in being a leader of a diverse team of experts and in performing similar tasks in/for other international (preferred) or national organisations.

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 in the ICT field (e.g., Computer Engineering degree). Minimum requirement: EQF-6 (Level 6 of the European Qualification Framework).

A proven track record of at least seven (7) years of experience in providing IT Networks, Communication and Collaboration Services related directly to the tasks prescribed.

Required certifications:

1. IT network professional qualifications (minimum Cisco CCNP or higher)
2. Best IT practices for delivering and managing IT Services (e.g. ITIL 4)
3. Professional certification in SINA secure network infrastructure cryptographic communication systems and secure end-points.

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:

Manuel GOMEZ DE OLEA (ICT Section Leader)

Email: manuel.gomezdeolea@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.