ORGANISATION FOR JOINT ARMAMENT COOPERATION

| VACANCY NOTICE | |
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| **Post** | AF06 – CERTIFICATION AND QUALIFICATION TEAM MANAGER |
| **Grade** | A4 |
| **Division** | MALE RPAS Programme Division |
| **Section** | Technical Section |
| **Management of Staff** | 0 |
| **Location** | Munich/Hallbergmoos, DE |
| **Initial Contract Duration** | 3 years |
| **Closing Date for Applications** | 17 December 2026 |
| **Start Date** | 01 April 2027 |
| **Interview Date** | Week commencing on 25 January 2027 |

## 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 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 Technical Section (TS) is responsible for all MALE RPAS Programme Division technical matters, including Qualification, Certification and Information Security accreditation related activities, by ensuring the implementation of the Stage 2 technical requirements Contract compliance. TS also supports, for the technical matters, the activities associated with the European Defence Fund (EDF), strengthening European sovereignty and continuously aiming at improving the effectiveness of European Industrial Defence Cooperation.

## 2. Duties and Responsibilities

The Certification and Qualification Team Manager (CQTM) will report to the Technical Section Leader and will ensure that the necessary certification activities are satisfactorily carried out in accordance with OMP 13 Issue 1, so that the type certification by the NMAAs can be declared, and supporting the Technical Manager Type Acceptance and System Engineering for the certification aspects. These activities will be performed in close cooperation with Industry and with the National Authorities, including, but not limited to, the National Military Airworthiness Authorities (NMAAs). The CQTM responsibilities will be described in detail below.

In particular, they will:

### 2.1. General

- Establish and lead technical meetings with the Contractor covering the certification process;
- Evaluate and report on the Contractors' performance against programme milestones and objectives in relation to the certification requirements;

- Provide inputs to the Through-Life Programme Management Plan related to system certification aspects;

- Monitor the development and implementation and adherence to safety cases issued by the Contractor or any other Programme stakeholder.

### 2.2. Certification Compliance Management

- Prepare and update, in coordination with the Contractor, technical and certification documents and plans;

- Implement appropriate and effective Risk Management activity for European MALE-RPAS on all certification issues;

- Establish and maintain the certification requirements compliance matrix for the programme;

- Collate and evaluate evidence of the Contractor's claimed compliance against the certification requirements as defined within the European MALE RPAS Contract;

- Liaise with certification stakeholders, including Certification and Qualification Organisation (CQO) and EASA, to ensure that the system complies with national/international airworthiness regulations and agreed certification requirements.

### 2.3. Certification Requirements

- Monitor the Contractor's adherence and implementation of all agreed certification requirements;

- Evaluate and assess any proposed deviations from contractual certification requirements and advise the Programme Manager of potential Programme impact;

- Ensure any customer accepted deviations from the contractual system technical and certification requirements are recorded appropriately in the final configuration documentation.

### 2.4. Certification and Qualification Organisation

- Ensure permanent coordination within the CQO, especially with the Panel Coordinators (CQP);

- Escalate CQP recommendations approval of certification and qualification plans to the Certification and Qualification Committee (CQC) and perform consistency checks with transversals Working Groups (Air Traffic Integration, Technical and Operational, etc.);

- Manage the Certification and Qualification Core Team (CQCT), coordination body of the CQO;

- Manage and report to the CQC any certification or qualification issues not solved at CQP level;

- Liaise with the Military Design Organisation Approval Team Coordinator (MDOA TC) and report occurrences showing deficiencies in the functioning of the approved / or to be approved Design Organisation;
- Establish the CQ Programme Information Document (CQPID);
- Review approval request for flight test conditions from the contractor and prepare recommendation for flight test conditions and issue Military Permit to Fly for CQC with support of related Panel;
- Review Declaration of Compliance from the contractor and prepare recommendation for Military Type Certificate for CQC with support of related Panel;
- Manage the technical investigation of the certification and qualification evidence and confirming compliance with the Technical Specification and Certification Basis;
- On request of the Technical Section Leader, perform other tasks and duties related to their responsibilities or in support of other technical management area or PD Section.

## 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 skills and the ability to manage complex negotiations as well as dealing with difficult situations such as conflicts proven through results attained in performing jobs in this field for other national/international organisations;

**CS 2** Excellent interpersonal, team working and leadership 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** Proven experience in the certification process of military aeronautical systems, including associated airworthiness activities in support of the National Military Airworthiness Authority (on Continued Airworthiness, Continuing Airworthiness, Airworthiness Certificates issuance, etc.);

**ES 2** Proven experience in international defence cooperation programmes and familiarity with defence structures, organisations and industries including interactions and technical negotiations with Contractors;

**ES 3** Significant experience of defining and implementing certification standards and regulations on aircraft systems (including, but not limited to, EMAR regulations);

**ES 4** Significant experience in technical problems resolution and technical negotiations regarding Certification;

**ES 5** Sound understanding of Type Certification and Type Acceptance processes and all associated matters.

4.2 Desirable:

**DS 1** Proven experience in remotely piloted systems procurement and support to unmanned aerial vehicles military operations and activities;

**DS 2** Previous experience with military aeronautical programmes with respect to the development, production and initial in-service support phases;

**DS 3** Prior experience in monitoring complex technical aspects of Defence contracts with knowledge of risk management activities;

**DS 4** Experience in flight test preparation;

**DS 5** Good working knowledge of a requirements management tool (e.g., DOORS) and a Certification documentation tool (e.g., HONEY).

## 5. Language Requirements

- ADVANCED level[1] 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/master degree in Aeronautical Engineering, Electronics engineering or equivalent qualification in the activities directly related to the described position 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.