

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

Allegati: //.
Annessi: 1 (uno).

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OGGETTO: Ricerca di personale per una posizione a “*status internazionale*” presso la NATO *Helicopter D&D Production and Logistics Management Agency* (NAHEMA) in AIX-EN-PROVENCE (FRA).

**A DIPARTIMENTO IMPIEGO DEL PERSONALE
DELL’ESERCITO**

SEDE

e, per conoscenza,

**MINISTERO DELLA DIFESA
Gabinetto del Ministro**

ROMA

**DIREZIONE NAZIONALE DEGLI ARMAMENTI
Direzione degli Armamenti Aeronautici e per l’Aeronavigabilità**

ROMA

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Rif. f. prot. n. M_D A4B89B9 0037867 in data 14 ottobre 2025 di ARMAEREO.

Seguito:

- a. f. prot. n. M_D A0D32CC 0250797 in data 22 novembre 2024 (non ad ARMAEREO);
b. f. prot. n. M_D A0D32CC 0010107 in data 18 gennaio 2025.

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1. L’Agenzia Internazionale in titolo ha indetto una ricerca di personale¹ per la posizione a “*status internazionale*”, assegnata all’Italia, n. 1140 di “*Manager, General Systems & Dynamic System*”² nell’ambito della *General Systems, Product Evolution Section* della *Systems Division*, con sede di servizio in AIX-EN-PROVENCE (FRA), valutata di “elevatissimo” interesse per la Difesa (Seg. “b.”).
2. La durata del mandato è di 3 anni, a decorrere dal 10 luglio 2026, con inquadramento giuridico-amministrativo ai sensi della legge n. 1114/1962 e oneri a carico dell’Agenzia.
3. Le candidature dovranno pervenire³ allo Stato Maggiore della Difesa, esclusivamente da codesto Dipartimento, entro il 24 novembre 2025, corredate della scheda biografica in lingua italiana e dell’*Application Form*⁴ in lingua inglese, in originale con firma autografa (in PDF), in ragione dei successivi adempimenti per la loro formalizzazione.
4. Nell’inviare la *vacancy notification* (VN) della posizione, si raccomanda il rispetto delle procedure e della scadenza stabilita e si evidenzia, altresì, la necessità che il personale segnalato, oltre a un profilo professionale aderente a quello richiesto dalla VN in parola, sia in possesso di tutti i requisiti di base per l’impiego all’estero, con particolare riferimento a un adeguato livello di conoscenza della lingua inglese.

d’ordine

IL VICE CAPO REPARTO
(Brig.Gen. Fabrizio BABUSCI)

¹ Reperibile sul sito *web* della Difesa: <https://www.difesa.it/smd/staff/reparti/i-reparto/impiego-del-personale/impiego-in-ambito-internazionale/ricerche-di-personale-per-posizioni-non-quota-e-status-internazionale/35926.html>.

² Livello A4 (Ten.Col.).

³ I *file* dovranno avere dimensioni non superiori, complessivamente, a 3 MB (*megabyte*) per candidato.

⁴ Reperibile alla pagina *web* della Difesa al seguente link: <https://www.difesa.it/smd/staff/reparti/i-reparto/impiego-del-personale/impiego-in-ambito-internazionale/modulistica/29315.html>.



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NAHEMA

"UNITE TO SUCCEED"



NATO HELICOPTER D&D PRODUCTION AND LOGISTICS MANAGEMENT AGENCY

NOTIFICATION OF AN "A" GRADE VACANCY

DIVISION:	SYSTEMS		
SECTION:	GENERAL SYSTEMS, PRODUCT EVOLUTION		
LINE MANAGER:	SECTION LEADER "GENERAL SYSTEMS, PRODUCT EVOLUTION"		
POST TITLE:	MANAGER "GENERAL SYSTEMS & DYNAMIC SYSTEM"		
POST No.:	1140		
GRADE:	A4/NATO GRADE 20	ABBREV. TITLE:	SYS/GS-2

1. SUMMARY

The Manager "General Systems & Dynamic System" co-ordinates/harmonizes, monitors and processes all systems engineering activities related to design changes and functional integration of General Systems of the overall aircraft design (such as airframe structure, dynamic system, flight control system, electrical system, lighting, fuel system, hydraulic system, landing gear, environmental control system) and its engines/APU in NAHEMO NH-90 variants (both NFH and TTH) especially dedicated to the evaluation and control of future evolutions for an adequate and timely execution of the program in all phases (including qualification and retrofit related activities).

2. QUALIFICATIONS AND EXPERIENCE

ESSENTIAL

- A University degree in a relevant discipline with an emphasis on scientific or aeronautical and/or mechanical engineering discipline or equivalent background.
- Familiarity with the procurement of complex Weapon Systems, preferably aeronautical systems and experience in working with Industry
- Knowledge in program management area and practices, such as risk assessment and qualification and certification.
- Ability to act as Project Manager for technically complex tasks or product evolution projects of the NH-90 Programme.
- Ability to establish and maintain excellent working relations at all levels in a multicultural context, and with respect for diversity.
- Ability to chair international meetings.
- Ability to set up and follow short-term priorities and long-term visions.
- Ability to adapt to a changing, developing and demanding business environment.
- Fluency or very good level in speaking, writing and reading English.
- NATO SECRET Security clearance or higher.

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DESIRABLE

- Practical experience in the field of military aeronautical systems operations/maintenance.
- Knowledge of Configuration Management principles, preferably for aeronautical systems.
- Knowledge of state-of-the-art military helicopter technology.
- Basic knowledge of the NH-90 program (technologies, logistics concept and procedures).
- Basic knowledge of the NATO Procurement principles and concepts related to airborne weapon systems.

3. MAIN ACCOUNTABILITIES

The incumbent of this post is responsible to the Section Leader "General Systems and Product Evolution" for the proper execution of the following project management tasks in the area of General Systems (such as airframe structure, dynamic system, flight control system electrical system, lighting, fuel system, hydraulic system, landing gear, environmental control system) and engines/APU for all NAHEMO NH-90 variants. The incumbent will be responsible for:

- Acting as Technical Focal Point or as Program Manager for NH-90 product evolution projects in close co-ordination with other relevant technical and/or logistics support managers;
- Managing the set-up and realization of requested design changes in close cooperation with Industry and Nations. Ensure the timely and correct flow of information between Industry and the Government Organizations and monitor the development and Qualification and Certification (Q&C) activities of these projects.;
- Performing the technical analysis – and co-ordination of commenting/review/acceptance/approval process, as required – of all documents resulting from design changes (including obsolescence) and assessing the technical content, expected performance, airworthiness impact, potential risks, estimated costs of the modification and ensure close cooperation with other technical and logistic managers;
- Managing the Governmental Items (GFE, GFI, GFF) activities including the handling of Crypto Devices and crypto keys for all running modification projects together with Nations' Focal Points;
- Collaboration with the Manager "Continued Airworthiness, Product Maturity" in the analysis of reports and information (Airworthiness Follow-up Sheets, Service Bulletins) related to technical events (failures, malfunctions, defects or other occurrences), incidents and accidents, as well as the technical analysis of product improvements proposed by Industry;
- Collaboration with the Manager "Configuration Management, Product Evolution" for identifying affordable solutions from a through-life management perspective and to identify possibilities to adequately regroup modifications in so called "block upgrades" and/or "Software Releases";
- Coordination with logistic support managers on all matters related to their area of responsibility, in particular Service Requests, defect investigation, obsolescence management;

- Contributing to the yearly Operational Budget planning and periodical reviews for all upgrade programs under his/her technical responsibility and following the completion of project milestones;
- Chairmanship of working groups, as directed by superiors;
- Preparing presentations, meeting minutes and reports and plans;
- Performing any other duties for the benefit of the program, as directed by superiors.

4. INTERRELATIONSHIP

The incumbent reports to the Section Leader "General Systems, Product Evolution".

5. CONTRACT

The applicant has to be seconded from the national administration.

According to the NAHEMO Charter, the applicant will be offered a 3-year definite duration contract, which may be renewed for a further period of up to 2 years subject on General Manager decision/proposal and to the agreement of the National Authority concerned. The maximum period of service in the post as a seconded staff member is five years (3+1+1).

The contract offered will be in accordance with the NATO Civilian Personnel Regulations.

6. ADDITIONAL INFORMATION

Appointment will be subject to receipt of a security clearance (provided by the national Authorities of the selected candidate) and to pass a medical examination with a doctor designated by NAHEMA.

NAHEMA can only accept seconded applicants from nationals of the NAHEMO countries.

NATO is an equal opportunities employer, and does not discriminate on the grounds of gender, race or ethnic origin, religion, nationality, disability, sexual orientation or age (restrictions to age may apply for first appointment only, according to the NATO Civilian Personnel Regulations. This is a prerogative as approved by the NATO Council).

The Civilian Personnel Regulations and other NATO reference documents are available on line: <http://www.nato.int/cps/en/natohq/114139.htm>

NAHEMA, located in Aix-en-Provence, France, is a non-smoking environment.

7. PERSONAL CHARACTERISTICS

All NAHEMA personnel are expected to conduct themselves in accordance with the current NATO Code of Conduct agreed by the North Atlantic Council (NAC), and thus display the core values of integrity, impartiality, loyalty, accountability, and professionalism.

The incumbent of the post is expected to have:

- the ability to analyse complex and wide-ranging questions, issues and information, with a structured approach to the problem solving process;
- the ability to orchestrate and implement clear, efficient and logical approach to work, to manage assignments, objectives and time;
- excellent interpersonal skills with the ability to interact and communicate at all levels within NAHEMA as well as with Nations;
- the ability to work under pressure.

A groomed appearance, tact and diplomacy would be assets.