

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**
**DIREZIONE PER L’IMPIEGO DEL PERSONALE
MILITARE DELLA MARINA** **ROMA**

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 0008716 in data 11 marzo 2026 di ARMAEREO (non a tutti).

Seg. f. prot. n. M_D A0D32CC 0013048 in data 29 gennaio 2026.

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1. L’Agenzia Internazionale in titolo ha indetto una ricerca di personale per la posizione a “*status internazionale*”, a concorso tra le Nazioni, n. 1250 di “*Manager Avionics Core System 2*”¹ nell’ambito della *Systems Division*, sede AIX-EN-PROVENCE (FRA), valutata di interesse per la Difesa.
2. La durata del mandato è di 3 anni, con inquadramento giuridico-amministrativo ai sensi della legge n. 1114/1962 e oneri a carico dell’Agenzia.
3. Le candidature dovranno pervenire² allo Stato Maggiore della Difesa, esclusivamente da codesti Organi d’Impiego, entro il 1° giugno 2026, corredate della scheda biografica in lingua italiana e dell’*Application Form*³ 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 Livello A4 (Ten. Col./C.F.).

² I *file* dovranno avere dimensioni non superiori, complessivamente, a 3 MB (*megabyte*) per candidato.

³ 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>.

NATO UNCLASSIFIED



NAHEMA

"UNITE TO SUCCEED"



NATO HELICOPTER D&D PRODUCTION AND LOGISTICS MANAGEMENT AGENCY

NOTIFICATION OF A "A" GRADE VACANCY

DIVISION:	SYSTEMS		
SECTION:	AVIONICS AND MISSION EQUIPMENT		
LINE MANAGER:	SECTION LEADER MISSION AND AVIONICS EQUIPMENT		
POST TITLE:	MANAGER "AVIONICS – CORE SYSTEM 2"		
POST No.:	1250		
GRADE:	A4 ABCL/NATO GRADE 20	ABBREV. TITLE:	AVC-2

1. SUMMARY

The Manager "Avionics – Core System 2" co-ordinates/harmonizes, monitors and processes all systems engineering activities related to design changes and/or software evolution (including maintenance), and functional integration of avionics and software attributed to NH-90 Core Systems. He co-ordinates/harmonizes, monitors and processes all Vulnerability and Survivability aspects, especially dedicated to the evaluation and control of future evolutions, for an adequate and timely execution of the Program during the Production-Investment/Production and In-Service phases (including post-design, qualification and/or certification, and retrofit planning related activities).

2. QUALIFICATIONS AND EXPERIENCE

ESSENTIAL

- A University degree in a relevant discipline or equivalent education/experience with an emphasis on aeronautical and/or electronics engineering discipline.
- Familiarity with the procurement of complex Weapon Systems, preferably aeronautical systems.
- Experienced in project management, such as managing scope, time and quality in close exchange with the Nation and Industry.
- Knowledge in project management area and practices, such as risk assessment, testing and evaluation, qualification and certification, production and delivery.
- Knowledge in software engineering and Validation and Verification, or aeronautical engineering.
- Experience in working as Customer with Industry.
- Ability to establish and maintain excellent working relations at all levels in a multinational working environment.
- Ability to chair international meetings.
- Ability to adapt to a changing, developing and demanding business environment.
- Ability to setting-up and following of both short-term priorities and long-term visions.
- Solid working knowledge of MS OFFICE applications and communication via e-mail.
- Fluency or Good level in speaking, writing and reading English.
- NATO SECRET Security clearance.

DESIRABLE

- Experience in the field of aeronautical weapon systems, in particular with respect to avionics and software.
- Practical experience in the field of military aeronautical systems operations/maintenance.
- Comprehension of Configuration Management principles, preferably for aeronautical systems.
- Considerable knowledge of state-of-the-art avionics for military aircraft.
- 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 "Mission and Avionics Equipment" for the proper execution of the assigned project management tasks in the area of Avionics attributed to NH-90 Core Systems, including the software evolution (including maintenance) of the main Computer Software Configuration Items (CSCIs), for all NH-90 variants, as well as related to vulnerability and survivability aspects.

In particular, he/she will be in charge of:

- Monitoring, co-ordinating/ harmonizing the set-up and realization of all systems engineering, qualification and certification activities of the participating Industries and Nations, including the timely and adequate flow of information between the Contractor and the Government Organizations.
- Performing the technical analysis – and co-ordination of commenting/review/acceptance/ approval process, as required – of all documents resulting from modifications of the configuration (including obsolescence), with the aim to adequately assessing the purpose, applicability, technical content, workload, expected performance, airworthiness impact, potential risks, estimated cost and the design impact on supportability of the proposed/ requested modification; discussions and harmonization with the Contractor.
- Ensuring cooperation with other Avionics Managers and the General Systems Managers for systems integration activities.
- Contributing to the Manager "Continuing 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 (normally through their regular Product Maturity progress reports).
- Cooperating with the Coordinator "Configuration Management, Product Evolution" to analysing and identifying ways to achieve increased commonality between different NH-90 variants and affordable solutions from a through-life management perspective, as well as of possibilities to adequately regroup modifications in so called "block upgrades" and/or "Software Releases".
- Acting as technical focal point for dedicated NH-90 product evolution projects in co-ordination with other relevant technical and/or logistics managers.

- Acting as Manager of software evolution projects, thus involving and coordinating related modifications with other Systems Division and other Divisions staff members as necessary, in order to achieve timely and affordable solutions to support the avionic upgrade of NH-90 through an effective flow of information between the Contractor and the Government Organizations.
- Maintaining co-ordination with the relevant staff members within Logistics Division on all matters related to their area of responsibility, in particular Service Requests, defect investigation, obsolescence management and product maturity improvement (reliability, maintainability and supportability), in order to ensure consistency with other Program activities and compliance with the overall Program contractual obligations; including implementation activities in In-Service fleets.
- Contributing to the yearly Operational Budget planning and periodical reviews for all upgrade projects under his/her technical responsibility, and monitoring their financial execution.
- Interacting with the NAHEMA Manager “Quality Assurance” with the aim to identify at the most early stage any potential quality issues.
- Monitoring, co-ordinating/harmonizing and supporting any remaining activities related to the initial qualification and certification of NH-90 Avionics and software, and Vulnerability and Survivability aspects.
- Assuming chairmanship of working groups and technical forums, as directed by superiors.
- Preparing presentations, meeting minutes, and reports/ plans, as appropriate.
- Performing any other duties for the benefit of the Program, within the frame of his/her competencies.

4. INTERRELATIONSHIP

The incumbent reports to the Section Leader “Mission and Avionics Equipment” for the assigned projects management tasks.

5. CONTRACT

The applicant has to be seconded from the national administration of one of the NAHEMO Nations.

According to the NAHEMO Charter, the applicant would be offered a 3-year definite duration contract, which may be renewed for a further period of up to 2 years, subject to the General Manager decision/proposal, and also 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 the 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.