

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* 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 0039398 in data 23 ottobre 2025 di ARMAEREO (non a UG).
Seg. f. prot. n. M_D A0D32CC 0010107 in data 18 gennaio 2025.

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1. La NATO *Helicopter D&D Production and Logistics Management Agency* (NAHEMA) ha indetto una ricerca di personale¹ per la posizione a “*status internazionale*”, a concorso tra le Nazioni, n. 3101 di “*Contracts Manager*”² nell’ambito della *Administration Division*, con sede di servizio in AIX-EN-PROVENCE (FRA), valutata di “elevato” interesse per la Difesa (foglio a seg.).
2. La durata del mandato è di 3 anni, a decorrere dal 19 agosto 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 codesti Organi d’impiego, entro il 15 dicembre 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./C.F.).

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 A "A" GRADE VACANCY

DIVISION:	ADMINISTRATION	
SECTION:	CONTRACTS AND MEMORANDA OF UNDERSTANDING	
LINE MANAGER:	SECTION LEADER CONTRACTS AND MEMORANDA OF UNDERSTANDING	
POST TITLE:	CONTRACTS MANAGER	
POST No.:	3101	
GRADE:	A4 /NATO GRADE 20	ABBREV. TITLE: ADM/CTR-1

1. SUMMARY

The Contracts Manager is responsible for preparing, negotiating and managing all contracts related to development, qualification, delivery, support and upgrade of the NH90 helicopter that are assigned to him/her.

2. QUALIFICATION AND EXPERIENCE

ESSENTIAL

- University degree in a relevant discipline or equivalent education, with emphasis on law and/or in economics, commerce or business administration discipline.
- Knowledge of public procurement rules and principles, experience in solving procurement issues, and demonstrated success in the field of defense contracting.
- Knowledge of contract law and practical experience of its implementation.
- Sound knowledge and experience performed as a responsible contracts officer in negotiating complex and/or major programmes with large multinational companies on a single source basis and in day to day contract management, including issue resolution.
- Sound knowledge and experience performed as a responsible contracts officer in developing procurement, negotiation and pricing strategies, drafting and issuing requests for proposals.
- Ability to communicate clearly and concisely in writing and orally to a variety of audiences including governance bodies of NAHEMO and non-NAHEMO Nations.
- Ability to facilitate/present with strong persuasion to secure buy-in and highly effective negotiating skills to achieve desired outcomes including business growth.
- Ability to establish and maintain good working relations at all levels in a multicultural context and with respect for diversity.
- Basic experience in a multinational working environment.
- A very good knowledge of both written and spoken English.
- Basic knowledge of NATO Procurement Regulations.
- Ability to adapt to a changing, developing and demanding business environment.
- Solid working knowledge of MS OFFICE applications and communication via e-mail.
- NATO SECRET Security Clearance.

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DESIRABLE

- Knowledge of French law.
- Experience in aeronautical programs.
- Knowledge of contracting in the military aeronautical field.

3. MAIN ACCOUNTABILITIES

The incumbent of this post is responsible to the Section Leader Contracts and MoUs for proper execution of the following tasks:

- preparation, negotiation and management of contractual aspects related to the NH90, in all programme phases;
- preparation of procurement strategy and associated request for proposal;
- evaluation and assessment of commercial proposals, assessment of legal and financial reliability of potential contractors;
- negotiation with potential contractor(s) and ensuring that MoU provisions are properly implemented;
- preparation of procurement decisions;
- preparation of:
 - contracts for signature by the General Manager following approval by the participants according to the provisions of NAHEMO Charter and Memoranda-of-Understanding;
 - necessary contract documentation;
 - reports to Steering Committee and Joint Executive Committee and other management bodies as required;
- administration of the contracts as required, including authorization of progress payments in coordination with other sections or divisions;
- performing any other duties for the benefit of the programme, within the frame of his/her competencies, as required by his/her hierarchical superiors;
- Acts as deputy to the Section Leader Contracts.

4. INTERRELATIONSHIP

The incumbent reports to the Section Leader Contracts and MoUs.

5. CONTRACT

The applicant has to be seconded from the national administration.

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.