

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

Allegati: 2 (due).
Annessi: 3 (tre).

00187 Roma
PdC:Ten.Col. COSTA 2.2773
e-mail: primo.impiego2s@smd.difesa.it

OGGETTO: Ricerca di personale per 3 posizioni a “*status internazionale*” presso l’Organismo Congiunto per la Cooperazione in materia di Armamento (OCCAR).

A ELENCO INDIRIZZI IN ALLEGATO “A”

^^^ ^^

Riferimento:

- a. f. prot. n. M_D ABBE6E3 0028082 in data 02 marzo 2026 di DNA I Rep. (non a UG);
- b. f. prot. n. M_D ABBE6E3 0028083 in data 02 marzo 2026 di DNA I Rep. (non a UG);
- c. f. prot. n. M_D ABBE6E3 0028084 in data 02 marzo 2026 di DNA I Rep. (non a UG).

Seguito:

- a. f. prot. n. M_D A0D32CC 0013048 in data 29 gennaio 2026;
- b. f. prot. n. M_D A0D32CC 0027339 in data 26 febbraio 2026;
- c. f. prot. n. M_D A0D32CC 0015749 in data 04 febbraio 2026.

^^^ ^^

1. L’Organismo Congiunto per la Cooperazione in materia di Armamento (OCCAR) ha indetto una ricerca di personale¹ per il ripianamento delle posizioni a “*status internazionale*” riepilogate nel prospetto in **Allegato “B”**, giudicate 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 della stessa Agenzia.
3. Le candidature dovranno pervenire allo Stato Maggiore della Difesa esclusivamente da codesti Organi d’Impiego, entro le date indicate nel citato **Allegato “B”**, corredate delle schede biografiche in lingua italiana e dell’OCCAR *Application Form* (IP45-03 *Issue 5*)², complete della sottoannotata documentazione accessoria:
 - copia del passaporto, ovvero altro documento valido per l’espatrio in corso di validità;
 - copia del titolo di studio più elevato conseguito, in lingua inglese (in PDF con firma autografa), con *file* di dimensioni non superiori complessivamente a 3 MB, in ragione dei successivi adempimenti per la loro formalizzazione.
4. Nell’inviare le *vacancy notice* delle posizioni, si raccomanda il rispetto delle procedure e delle scadenze stabilite e si evidenzia la necessità che il personale segnalato, oltre a un profilo professionale aderente a quello richiesto dalla *vacancy notice* per la quale concorre, 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 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>.

ELENCO INDIRIZZI

A	DIPARTIMENTO IMPIEGO DEL PERSONALE DELL'ESERCITO	<u>SEDE</u>
	DIREZIONE PER L'IMPIEGO DEL PERSONALE MILITARE DELLA MARINA	<u>ROMA</u>
	DIREZIONE PER L'IMPIEGO DEL PERSONALE MILITARE DELL'AERONAUTICA	<u>ROMA</u>
	e, per conoscenza,	
	MINISTERO DELLA DIFESA Gabinetto del Ministro	<u>ROMA</u>
	DIREZIONE NAZIONALE DEGLI ARMAMENTI I Reparto – Politica Industriale e Relazioni Internazionali	<u>ROMA</u>

Ricerca di personale per posizioni a "status internazionale" presso l'Organismo Congiunto per la Cooperazione in materia di Armamento (OCCAR-EA)

DIVISIONE SEZIONE	SEDE DI SERVIZIO	P.O.	GRADO	ATTUALE TITOLARE --- TERMINE MANDATO	DATI RELATIVI AL MANDATO		F.A. INTERESSATA	TIPO DI POSIZIONE	SCADENZA PRESENTAZIONE CANDIDATURE			data intervista a partire dal
					DURATA	INIZIO			SMD - I Reparto	DNA - I Reparto	OCCAR	
HORIZON Programme Division Commercial Section	PARIGI (FRA)	A821 "Finance & Contract Officer 1"	A3 (C.C.)	C.F. PUCCIARELLI Ferdinando --- 30-giu-26	3 anni	01-lug-26	MM	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	3-apr-26	13-apr-26	20-apr-26	11-mag-26
HORIZON Programme Division HRZ MLU Technical Section	LA SPEZIA	A827 "HRZ MLU Combat System Officer Assistant 1 and ILS & ISS Officer 3"	A3* (C.C./C.F.)	//		01-set-26	MM	Status internazionale assegnata alla Nazione (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	4-mag-26	20-mag-26	27-mag-26	29-giu-26
MALE RPAS Programme Division Commercial and Contract Section	MUNICH (DEU)	AF09 "Commercial and Contract Section Leader"	A5 (Col. e gradi equivalenti)	//		01-nov-26	EMA	Status internazionale a concorso tra le Nazioni (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	25-mag-26	4-giu-26	11-giu-26	20-lug-26



VACANCY NOTICE	
Post	A821 - FINANCE & CONTRACT OFFICER 1
Grade	A3
Division	HORIZON Programme Division
Section	Commercial Section
Management of Staff	0
Location	Paris, FR
Initial Contract Duration	3 years
Closing Date for Applications	20/04/2026
Start Date	01/07/2026
Interview Date	Week commencing on 11/05/2026

1. Background

The scope of the HORIZON Programme is the development, production and Initial In-Service Support of the HORIZON ships Class Mid Life Upgrade. The FR-IT HORIZON Class is composed of the following 4 vessels:

- 2 French Vessels:
 - Forbin (FOC 1);
 - Chevalier Paul (FOS 1).
- 2 Italian Vessels:
 - Andrea Doria (FOC 2);
 - Caio Duilio (FOS 2).

Besides, the HORIZON Programme Division (PD) is also in charge, with a dedicated section, of the management of development, production and In-Service Support of the European Multi-Mission Frigate (FREMM).

The FREMM Programme is broken down into different ship versions:

- Frigate Defence Aérienne (FREDA)/ Anti Sous-Marine (ASM) versions for France;
- General Purpose (GP)/ Anti-Submarine Warfare (ASW) versions for Italy/Anti-Submarine Warfare enhanced (ASW enhanced)/ Evolution (EVO) versions for ITALY.

During the 2026, the French participation to the FREMM Programme is expected to be completed but, on the other hand, it is expected the integration of a new Participating State into the Programme.

The HORIZON PD is located in the Paris area with one Satellite office in La Spezia (IT).

The Commercial Section has the responsibility for the general coordination of the both Programmes in line with the established schedule, performance and cost objectives.

This post is based in the Paris area (FR).

2. Duties and Responsibilities

For the common programme activities regarding Contract/Finance matters, the post holder shall be jointly responsible with the others Finance & Contract Officers and therefore all of them shall co-ordinate.

For Contract/Finance matters concerning only the Participating State from which they are a national, the post holder shall be directly responsible.

Nevertheless, the post holder shall keep other Finance & Contract Officers informed to guarantee the proper management of the common programme activities.

The Finance & Contract Officer 1 will report:

- For common FREMM Programme activities to the Programme Manager (PM) and to the relevant Deputy Programme Manager (DPM);
- For common HORIZON Programme activities to the PM and to the Deputy HORIZON MLU Programme Manager;

- For Programme matters concerning only the Italian Participating State to the PM;
- For PD administrative matters to the PM.

The post holder will:

As far as contract activities are concerned:

- Manage the PD contracts and any amendments;
- Manage relationships with OCCAR-EA Central Office on any questions pertaining to contract rules, regulations and procedures;
- Manage relationships with National Official Services for any questions concerning contract rules, finance, or taxes;
- Give legal advice to the PM and/or relevant DPM concerning the correct legal execution of the contracts;
- Manage the successive versions of the signed contracts and store originals of all contracts led by the FREMM Programme;
- Handle any legal or contractual issues that may arise during the execution of the contracts;
- Take part in the establishment of any additional FREMM contract, taking into account OCCAR rules and regulations;
- Participate into the OCCAR Contract Forum.

As far as finance activities of the Programme Division are concerned:

- Draft the yearly Administrative Budget (AB) and Operational budget (OB);
- Prepare the Forecasts of Outturns at given dates and exercise Budget execution control;
- Prepare the Midterm Estimates for the AB and OB;
- Prepare Administrative and Operational Financial Plans (Cost Estimates on the whole duration of the programme);
- Propose to the Finance Division of Central Office the OB related call for funds to be issued;
- Co-ordinate funding requirements with OCCAR-EA Central Office;
- Manage and monitor the commitments to ensure consistency with financial ceilings;
- Keep the financial status of the Programmes up to date and deliver data for monitoring the financial performance indicators;

- Prepare reports, financial analysis, summary or forecasts as required by OCCAR financial rules and on a case-by-case basis if requested;
- Implement Board of Auditors recommendations;
- Support the PM in all financial activities may arise from the contracts management;
- Check the Requisitions for Commitment and enter all relevant data, for contracts (OB) impacting on OB or AB costs;
- Check the invoices and enter all relevant data into the accounting system, for both AB and OB, to enable payment after PM/DPM/TSL's validation (if not delegated);
- Check the invoices and manage all relevant financial data into the accounting system, for AB costs;
- Participate to all OCCAR Finance and Contract relevant meetings if and when requested.

If necessary, take temporary additional tasks:

- For common Programme activities as required jointly by the Programme Manager and the relevant Deputy Programme Manager;
- For Programme activities concerning only the Italian Participating State as required by the PM;
- For PD administrative activities as required by the PM.

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** 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:

- ES 1** Advanced knowledge and proven experience in the budget and cash financial management activities of International or National Programmes, with a minimum of 3 years, including budgeting and forecasting; knowledge of public sector financial accounting principles;
- ES 2** Experience in contracts management and negotiation (tender assessment, contract drafting, invoicing, relations with industry, etc...) in a complex environment. An experience of at least 3 years at procurement defence area before taking office;
- ES 3** Excellent analytical skills and strong attention to detail when preparing and checking spreadsheets and calculations including good working knowledge of MS Office software (especially MS Excel) to compile and present complex and diverse data. Previous experience in using financial software/ERP tools;
- ES 4** Good experience in general management (schedule, reporting...). Ability to assume responsibility, demonstrate proactive engagement, and anticipate forthcoming tasks and activities;
- ES 5** Wide experience of working with the customer governmental official technical and/or operational experts, with ability to perform under pressure and to manage tight deadlines.

4.2 Desirable:

- DS 1** Knowledge of Accrual Accounting methodology and International Public Sector Accounting Standards (IPSAS);
- DS 2** Experience of internal/external quality/financial and audits/financial statements;
- DS 3** Experience in international co-operation activities and intercultural relationships;
- DS 4** Experience in maritime systems procurement activities (contract management), with drafting of papers, letters, documents and preparing financial presentations;
- DS 5** Knowledge of the OCCAR Through Life Management concept.

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.

¹ The language levels can be found on the OCCAR website, www.occar.int Careers / Applying.

6. Qualifications

University degree or equivalent educational level qualification in the activity directly related to the prescribed duties and responsibilities is mandatory.

7. Security Clearance

Security clearance at OCCAR Confidential level is required for this post.

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Lorenzo Raciti (HORIZON Programme Manager)

Email: lorenzo.raciti@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>.



VACANCY NOTICE	
Post	A827 – HRZ MLU COMBAT SYSTEM OFFICER ASSISTANT 1 AND ILS & ISS OFFICER 3
Grade	A3*
Division	HORIZON Programme Division
Section	HRZ MLU Technical Section
Management of Staff	0
Location	La Spezia, Italy
Initial Contract Duration	3 years
Closing Date for Applications	27/05/2026
Start Date	01/09/2026
Interview Date	Week commencing on 29/06/2026

1. Background

The HORIZON (HRZ) Programme Division (PD) is in charge of the management of two different Programmes, namely the HRZ Mid-Life-Upgrade (MLU) and FREMM Programmes.

The scope of the HORIZON Programme is the development, production and initial in-service support of the HORIZON ships Class Mid-Life Upgrade. The FR-IT HORIZON Class is composed of the following 4 vessels:

- 2 French Vessels:
 - Forbin (FOC-FR);
 - Chevalier Paul (FOS-FR).
- 2 Italian Vessels:
 - Andrea Doria (FOC-IT);
 - Caio Duilio (FOS-IT).

Besides, with a dedicated section, the PD is responsible for the management of development, production and In-Service Support of the European Multi-Mission Frigate (FREMM).

The FREMM Programme is broken down into different ship versions:

- Anti Sous-Marine (ASM) / Frigate de Defense Aeriene (FREDA) versions for FRANCE;
- General Purpose (GP) / Anti-Submarine Warfare (ASW) /Anti-Submarine Warfare enhanced (ASW enhanced)/ Evolution (EVO) versions for ITALY.

During the 2026, the French participation to the FREMM Programme is expected to be completed but, on the other hand, it is expected the integration of a new Participating State into the Programme.

The HORIZON PD is located in the Paris area with one Satellite office in La Spezia (Italy). A new additional Satellite office will be created in Toulon (France) in 2026.

This post is based in La Spezia (Italy).

2. Duties and Responsibilities

The post holder will manage the Combat System (CS) activities in support of the Combat System Officer (CSO) and, starting from the delivery of the First Italian Ship (FOC-IT), they will support/coordinate logistic activities with the ILS and ISS Officer 1.

As far as Combat System activities are concerned, post holder will support the Combat System Officer (CSO) for managing the CS common activities and they will directly responsible for the Italian Variant CS activities. They will support the Programme Manager (PM) and the Deputy HRZ MLU Programme Manager (DPM), for managing HRZ MLU Programme.

The Combat System Officer Assistant 1 will report:

- for common CS activities to the CSO and, if needed, to PM and DPM;

- for Italian activities to the CSO (if Italian) and then to the PM or DPM (the one who is also Italian); in any case, they keep the CSO and the Combat System Officer Assistant 2 based in Paris informed about any topics that may impact the common activities.

The post-holder is responsible for the whole Combat System contractual activities in the following Design Areas and Systems:

- Anti-Submarine Warfare;
- Anti-Air Warfare;
- Anti-Surface Warfare;
- Communications;
- Combat Management System;
- Electronic Warfare;
- Internal Networking System;
- Navigation.

Furthermore, they will support the Combat System Officer for the management of the following transversal aspects and contractual activities:

- C/S Physical Integration (CSPI);
- C/S Functional integration (CSFI);
- Security;
- Software (SW);
- Electro Magnetic Engineering (EME) and TEMPEST regulation.

In the above areas the post holder shall:

- monitor the sub-system development progress;
- co-ordinate development phase for the Italian systems in order to assess the technical solution to ensure it has a reasonable expectation of meeting the User and System requirements within the allocated Performance, Time and Cost envelope;
- monitor the production progress;
- support the Q&A Officers (CSO and Q&A Officer based in Paris for common activities, Q&A Officer based in Toulon for French activities, Q&A Officer based in La Spezia for Italian activities) in managing the qualification and acceptance process for all common and national equipment, ensuring compliance with contractual requirements for newly developed items as well as NDI integrated into the programme or sourced from other programmes;

- attend all qualification and acceptance activities conducted on board the two IT ships, whether in harbour or at sea, ensuring full adherence to the procedures approved by the nation;
- monitor Industry activities “throughout the contract” (working groups, technical meetings, progress meetings, contractual reviews...);
- establish and maintain the technical compliance matrix for the programme;
- monitor and collect evidence of technical compliance with the technical specification as defined in the contract;
- ensure that the requirements and approved changes expressed by the Nation are incorporated in the specifications according to the applicable procedures;
- evaluate the Engineering Change Proposals and the waiver proposals related to C/S;
- assess the achievement of the contractual Technical Keys related to C/S;
- prepare technical briefings and presentations for Programme Committee meetings or other formal meetings;
- co-ordinate and monitor the acceptance for all contractual deliveries, for Italian systems, in liaison with other HRZ MLU staff members and technical experts from their Nation;
- take part in the preparation and negotiation of any new contract/amendment for all technical matters in their areas of responsibility;
- coordinate and oversee C/S integration on board;
- coordinate the relationship between HRZ PD and other structures from PS and Industry, responsible for Quality Assurance process;
- contribute to all activities resulting from the application of Quality Assurance as defined by relevant contractual plans and, where necessary, participate to the quality audits;
- coordinate with Nation/Industry all the matters concerning C/S;
- support the Risk Officer in the management of risks related to C/S;
- manage visit requests on board proposed by Nation and/or Industry, according to the relevant procedures.

As far as ILS and ISS activities are concerned (starting from the delivery of FOC-IT), for common ILS and ISS activities, they shall be jointly responsible with the HRZ ILS and ISS Officer 1 based in La Spezia (IT) and HRZ ILS Officer 2 based in Paris/Toulon (FR) and therefore close coordination will be required between them.

For the Italian ILS and ISS activities the post holder shall be jointly responsible with the HRZ ILS and ISS Officer 1 based in La Spezia IT; in any case, they keep HRZ ILS Officer 2 informed about any topics that may impact the common ILS and ISS activities.

The ILS and ISS Officer 2 will report:

- for common activities to PM and DPM;
- for Italian activities to the Programme Manager (PM) or DPM (the one who is Italian).

For what concerns ILS & ISS activities, the post holder shall:

- monitor the contractual Industry activities in close connection with national experts (Working Groups, Technical meetings, Progress meetings, Contractual reviews...);
- co-ordinate and monitor the acceptance for all ILS contractual deliveries, such as technical manual documentations, Logistic Database, Training, Spare-parts and in general all logistic documentations, in liaison with other sections and national technical experts;
- provide all ILS and ISS inputs to Industry in the framework of the “customer involvement activities” during the development and production phase, as well as in /frame of amendment activities, and for the preparation of the common support policy;
- monitor and collect evidence of technical/logistic compliance with the technical/logistic specification as defined in the contract;
- take part, together with HRZ ILS and ISS Officer 1 (for national aspects) and HRZ ILS Officer 2 (for the common ones) to the preparation and negotiation of any new contract or contract amendment for technical, logistic and financial aspects;
- manage the up-date of technical, In-Service Support and operational requirements, in liaison with the participating nations;
- interact with all other PD and Central Office (CO) staff members in order to take into account the ILS requirements as a transversal activity and harmonise logistic activities with the relevant technical activities pertaining to each ship of the Horizon class;
- co-ordinate and monitor all the obsolescence activities, in particular the information and contractual deliveries provided by industry in this area;
- verify, together with the other staff members responsible for relevant subsystems, the R&M aspects (reliability and maintainability) other than the safety and logistic aspects during the development of the new and upgraded subsystems to be embarked onboard;
- support Life Cycle Cost (LCC) process (as far as possible in conjunction with Central Office); in particular, together with HRZ ILS and ISS Officer 1 and HRZ ILS Officer 2, plan through the CEMP (Cost Estimation Management Plan), record of assumption

and data through the CEAD (Cost Estimation Assumption & Data) for each CES (Cost Estimation Study), model and report through CER (Cost Estimation Report);

- validate spares, repair parts, consumables and other elements of logistic support (STTE, training equipment etc...) pertaining to supply contracts, in coordination with the other HRZ Sub-sections and Nations;
- organise meetings and prepare all relevant documents, as necessary, for all ILS & ISS technical requirements and contractual performance specifications;
- monitor and control info-logistics performance during In-Service Support phase in coordination with Nations;
- define and pursue the approval of an appropriate policy on common maintenance system which satisfy participating Nations' requirements;
- verify the conditions for payments related to ILS & ISS lots of the contract;
- be responsible for the coordination of Nation/Industry for what concerns their field of work;
- approve, in coordination with the relevant Participating State, training plans proposed by industry for personnel involved in operational, maintenance and repairing activities of the Horizon ships;
- If necessary, they take temporary additional task:
 - for common activities as required by the PM and the DPM;
 - for Italian activities by the PM or DPM (the one who is Italian).

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** 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:

- ES 1** Former experience as Technical Engineer Combat System Officer on board of naval vessel, and a former significant experience in the area of ship's design or shipbuilding and ship maintenance (in the Combat System domain);
- ES 2** Technical experience and knowledge of all what is listed in the area of their duties and responsibilities regarding ILS/ISS in the following domains:
- Maintenance Management;
 - Obsolescence Management;
 - Life Cycle Cost.
- ES 3** Competencies and deep knowledge of all what is listed in the area of their duties and responsibilities, with specific focus on naval defence procurement and contract management;
- ES 4** Broad experience in trials/testing, acceptance and qualification procedures of complex C/S naval systems;
- ES 5** Proven experience in C/S technical management including working with the customer governmental official technical and/or operational experts.

4.2 Desirable:

- DS 1** Previous experience in International Programmes and co-operation activities;
- DS 2** Deep knowledge of Risk Management principles and procedure;
- DS 3** Good knowledge of the national and international standards for Quality Assurance and Quality Management procedures;
- DS 4** Knowledge in applying programme management disciplines in a through Life Management approach;
- DS 5** Knowledge of info-logistics tools (SIGAM, SIC, OPUS 10, CATLOC etc.).

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 Electronic or Telecommunication Engineering².
- Due to the nature of this role, it is absolutely essential you have the “ability to embark” in order to participate in trials at sea, with demonstrable prior experience of having operated in this capacity. You must have no known reasons that you would not be able to achieve this when applying for the post.

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:

Lorenzo Raciti (HORIZON Programme Manager)

Email: lorenzo.raciti@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.

² It is a University degree of five or six year second cycle (master's) degree (300 or 360 ECTS)



VACANCY NOTICE	
Post	AF09 - COMMERCIAL AND CONTRACT SECTION LEADER
Grade	A5
Division	MALE RPAS Programme Division
Section	Commercial and Contract Section
Management of Staff	4
Location	Munich/Hallbergmoos, DE
Initial Contract Duration	3 years
Closing Date for Applications	11 June 2026
Start Date	01 November 2026
Interview Date	Week commencing on 20 July 2026

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 (PPSs) 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 Contract and Commercial Section is responsible for all contractual, commercial and financial activities, but also manages this European armament Programme with respect to the European Defence Fund (EDF) and other future funds established by the European Commission (EU-Com) strengthening European sovereignty and continuously aiming at improving the effectiveness of European industrial defence cooperation.

2. Duties and Responsibilities

The Commercial and Contract Section Leader supports and advises on all legal and commercial topics for the MRPD and will oversee PPSs MOU/IA negotiations. They will be central to drafting or amending all Programme Decisions (ProgD) between PPSs and OCCAR-EA. The post holder reports to the MALE RPAS Programme Manager.

The responsibilities will include:

- The set up of the contract management strategy;
- Preparation, negotiation, conclusion and closure of contracts and contract amendments;
- Provide advice and support of the Memorandum of Understanding (MoU) negotiations;
- Provide legal advice relating to all Programme Division activities;
- Manage the operational and administrative budget and all resulting EDF (or other EU funding) implications;
- Manage the section staff;
- Lead and supervise the commercial part of the process for integrated programme planning focused on high level objectives.

In particular, they will:

- Lead the Contract negotiation with selected Contractor/Industry;
- Lead the price negotiation of the Stage 2 Global Contract and potential other Contracts under Stage 2 including the involvement of PPSs' National Pricing Authorities;
- Strategic input to the Programme Manager with particular emphasis on the Stage 2 Global Contract towards the Contractor or the MALE RPAS industrial consortium in case of EDF or other EU contributions;
- Manage all contract, finance and legal issues for EDF or other EU contributions for the MALE RPAS programme;
- Establishment of Procurement Strategies/Contract Routes for future Phases/requirements;
- Oversight and Management of all Programme Division finances and budgets;
- Preparation and scrutiny of budgets, forecasts and presentation of budget submissions to PPSs;
- Liaison and advice to PPSs on specific Programme commercial, contract and legal issues;
- Programme Division advice and support to Memorandum of Understanding (MOU) and ProgD negotiations;
- Legal and contract advice on all Programme and Programme Division matters and associated issues;
- Oversight and mentor for MALE RPAS Site Support Assistant relating to Contract and Finance matters;
- Manage and co-ordinate the activities of invoicing ensuring timely payment of due invoices;
- Briefing to PPSs at senior level on all Commercial and Contract Issues;
- Liaison, presentation and interface with Board of Auditors, Internal Audit Office and PPSs' auditors etc;
- Management of all Commercial and Contract staff.

The Commercial and Contract Section Leader will also:

- Ensure application of OCCAR procurement methodology, contractual rules and regulations, framework documents including OCCAR MALE RPAS ProgD's and MRPD Divisional Instructions;
- Ensure effective coordination and co-operation with OCCAR/Programme Management Support Division (PMSD) and Finance Division (FD);
- Apply the financial principles and rules of OCCAR OMP10 and follow guidance and supervision provided by Head of Finance Division (FD);
- Ensure effective coordination and co-operation with other international organisation, such as e.g. the EU-Commission on funding rules and regulations;
- Build good professional working relationships with Industry, PPSs and OCCAR-EA.

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 ability proven through results attained in performing jobs in this field for other national/international organisations;
- CS 2** Excellent leadership, interpersonal and team working 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** Thorough and proven experience in complex defence programmes in a multi-national environment incl. defence structures, organisation and industries;
- ES 2** Thorough and proven senior experience of leading contract negotiations, incl. pricing of major programmes nationally and internationally;
- ES 3** Experience in leading the management and monitoring of complex defence contracts;
- ES 4** Experience in budget planning and finance management of complex defence procurement programmes;
- ES 5** Experience in negotiating MOUs and/or other international agreements.

4.2 Desirable:

- DS 1** Proven hands-on experience and knowledge of MALE RPAS Participating State contract law, particularly German;
- DS 2** Awareness of financial procedures of other defence related structures and organisations, incl. audit preparations and execution;
- DS 3** Knowledge of national pricing procedures and processes from at least one MALE RPAS Participating State;
- DS 4** Hands-on experience in the use of complex ERP systems (such as ORACLE; SAP etc.);
- DS 5** Knowledge of Through Life Management and Risk Management concepts.

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.

¹ The language levels can be found on the OCCAR website, www.occar.int Careers / Applying.

6. Qualifications

A university degree or equivalent qualification in the activities directly related to the described tasks is highly desirable.

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:

Benoit VERNIQUET (MALE RPAS Programme Manager)

Email: benoit.verniquet@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>.