

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

Allegati: 2 (due).
Annessi: 4 (quattro).

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

OGGETTO: Ricerca di personale per n. 4 posizioni a “*status internazionale*” presso l’Organismo Congiunto per la Cooperazione in materia di Armamento (OCCAR).

A ELENCO INDIRIZZI IN ALLEGATO “A”

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Riferimento:

- a. f. prot. n. M_D ABBE6E3 0011418 in data 2 febbraio 2026 di DNA I Rep. (non a UG);
- b. f. prot. n. M_D ABBE6E3 0011419 in data 2 febbraio 2026 di DNA I Rep. (non a UG);
- c. f. prot. n. M_D ABBE6E3 0011420 in data 2 febbraio 2026 di DNA I Rep. (non a UG);
- d. f. prot. n. M_D ABBE6E3 0011510 in data 2 febbraio 2026 di DNA I Rep. (non a UG).

Seguito:

- a. f. prot. n. M_D A0D32CC 0250797 in data 22 novembre 2024 (non a tutti);
- b. f. prot. n. M_D A0D32CC 0013048 in data 29 gennaio 2026.

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

Ricerca di personale per posizioni a "status internazionale" presso l'Organismo Congiunto per la Cooperazione in materia di Armamento – EA (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	
ESSOR PROGRAMME DIVISION <i>Programme Control, Commercial and Finance Section</i>	BONN (DEU)	A905 "PROGRAMME CONTROL, COMMERCIAL AND FINANCE SECTION LEADER"	A4 (Ten.Col. e gradi corrispondenti)	//	3 ANNI	1° luglio 2026	EMA	Status internazionale a concorso tra le Nazioni	18 marzo 2026	1 aprile 2026	8 aprile 2026	4 maggio 2026
FSAF-PAAMS Programme Division <i>Technical Section</i>	PARIGI (FRA)	B637 "CONFIGURATION AND QUALITY ASSISTANT"	B6 (Primo Luogotenente e gradi equivalenti)	//		1° luglio 2026	EMA		2 marzo 2026	16 marzo 2026	23 marzo 2026	20 aprile 2026
MALE RPAS Programme Division <i>Technical Section</i>	MUNICH/HALLBERGMOOS, (DEU)	AF23 "TECHNICAL MANAGER - TYPE ACCEPTANCE AND SYSTEM ENGINEERING"	A4* (Ten.Col., + Col. e gradi corrispondenti)	//		1° agosto 2026	EMA		25 marzo 2026	8 aprile 2026	15 aprile 2026	18 maggio 2026
MALE RPAS Programme Division <i>Commercial and Contract Section</i>	MUNICH/HALLBERGMOOS, (DEU)	AF18 "CONTRACTS OFFICER"	A3 (Magg. e gradi corrispondenti)	Ten.Col. Domenico NASCA 30 settembre 2026		1° ottobre 2026	EMA		12 maggio 2026	26 maggio 2026	2 giugno 2026	29 giugno 2026



VACANCY NOTICE	
Post	A905 - PROGRAMME CONTROL, COMMERCIAL AND FINANCE SECTION LEADER
Grade	A4
Division	ESSOR Programme Division
Section	Programme Control, Commercial and Finance Section
Management of Staff	1-2
Location	Bonn, DE
Initial Contract Duration	3 years
Closing Date for Applications	08 April 2026
Start Date	01 July 2026
Interview Date	Week commencing on 04 May 2026

1. Background

The aim of the ESSOR Programme is to develop and produce a complete portfolio of European Software Defined Radio (SDR) products to meet the requirement for interoperable tactical communications in multinational deployment of the Participating States, through the following Programme activities:

- Contribute to the development of an autonomous European Defence Technological Industrial Base in SDR through the establishment of the normative referential required for the development and production of a military SDR in Europe;
- Define and maintain a referential system architecture for ESSOR shared at European level and develop an associated certification environment;
- Develop a complete family of SDR applications providing interoperability to tactical communications in the land, 3D, airborne and maritime domain;
- Develop and maintain a through Life Management (TLM) approach ensuring the maximisation of the benefits to the Programme Participating States throughout the entire lifecycle of the developed systems;
- Support the standardisation efforts of the ESSOR products in the relevant for a (e.g., NATO, EDA, Wireless Innovation Forum, FMN).

The tasks carried out within the ESSOR Programme will concern the following activities for the ESSOR Architecture and the ESSOR waveforms (named as ESSOR Products):

- developing and testing of new waveforms;
- the technical and operational development of the ESSOR Products;
- the standardisation of the ESSOR Products;
- Management of the ESSOR Product lifecycle through functions like ILS, Requirements Management, Information Lifecycle Management, Life-cycle cost estimate;
- Preparation of subsequent Programme stages.

2. Duties and Responsibilities

The Programme Control, Commercial and Finance Section Leader is responsible to the Programme Manager for all aspects of programme control (scheduling, quality, reporting, etc.), Contracts and Finance, and for all business planning and reporting aspects of the programme (Internal and External).

In particular, they will be responsible for:

- Supporting the Programme Manager (PM) in the management of the ESSOR Programme;
- Ensure the financial principles and rules of OCCAR Management Procedure (OMP 10 for Finance) are properly applied by the Programme and follow guidance and supervision provided by Head of Finance Division through the Finance Division, with the aim of ensuring an efficient and effective standardised financial management;
- Leading and supervising all the contractual and financial aspects with Industry and with Nations;

- Supervising and promoting the elaboration and maintenance of all the divisional instructions, plans and reports according to OMPs;
- Contributing to the elaboration of the Corporate procedures, guides, plans and reports as requested by OCCAR-EA;
- Liaising with Nations and Industry on all Commercial and Financial activities;
- Leading, in co-ordination with Programme Management and Support Division (PMSD), the negotiation of Terms & Conditions for new contracts, in accordance with the relevant OCCAR OMPs;
- Reporting on Key Performance Indicators;
- Establishing and maintaining the programme master schedule and roadmap;
- Supporting the standardisation of the ESSOR waveforms;
- Managing and supervising the staff assigned to the 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** Experience in contract negotiation, finance and management;
- ES 2** Knowledge and experience in business planning and reporting;
- ES 3** Knowledge of methodologies and tools used in Programme Management;
- ES 4** Broad experience of working in an international environment;
- ES 5** Experience in supervising/directing teams.

4.2 Desirable:

- DS 1** Training in programme management such as, or equivalent to, PRINCE2 or PMP;
- DS 2** Knowledge of corporate ERP functions and structures such as but not limited to SAP/MS Dynamics;
- DS 3** Knowledge of the Intellectual Property Rights associated with Software development;
- DS 4** Knowledge of the international regulation concerning Export Control in the military field;
- DS 5** Experience in standardisation, especially at NATO level.

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:

Raphael BROSSEAU (Acting ESSOR Programme Manager)

Email: raphael.brosseau@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	B637 – CONFIGURATION AND QUALITY ASSISTANT
Grade	B6
Division	FSAF-PAAMS Programme Division
Section	Technical Section
Management of Staff	0
Location	Paris, France
Initial Contract Duration	3 years
Closing Date for Applications	23 March 2026
Start Date	01 July 2026
Interview Date	Week commencing on 20 April 2026

1. Background

The scope of the FSAF-PAAMS Programme is:

- The definition, development, production and in-service support of the Future Surface to Air systems Family (FSAF), based upon the following systems;

- Surface-to-Air Anti-Missile system (SAAM);
- Surface-to-Air Medium Range Land system (SAMP/T);
- The ammunition production and In-Service Support (ISS) of Principal Anti-Air Missile System (PAAMS);
- The In-Service Support (ISS) of FSAF systems, PAAMS (Common & Empar) Systems and Long-Range Radar (LRR), including ammunition and training & logistic support equipment;
- The Capability Sustainment & Enhancement of the ammunitions and associated systems.

The management of the FSAF-PAAMS Programme is aimed at optimising the use of as many common elements as possible and also give consideration to the potential to extend the capabilities of the systems.

2. Duties and Responsibilities

The Configuration and Quality Assistant will be part of the Technical Section. They are responsible for supporting the Programme Division in performing daily tasks related to Configuration and Quality management within the FSAF-PAAMS Programme.

2.1 Configuration identification activities

- Progress the release of controlled documentation, identifying configuration characteristics of a product until it is fully defined;
- Progress the evolutions through controlled changes;
- Apply means for identifying products and documentation.

2.2 Configuration control

- Control the evolutions to the agreed baselines;
- Progress and contribute to changes, concessions and waivers against an agreed configuration baseline, including their release and approved documentation ensuring they are properly processed;
- Record and control the configuration of a product at any time during its life cycle;
- Record the different product configurations.

2.3 Configuration status accounting

- Maintenance of the traceability of approved configuration documentation;
- Status of proposed changes to the baseline configuration;
- Maintain & record the status of approved changes and alternatives.

2.4 Quality control

- To monitor and control the industrial Quality Assurance procedures applicable to FSAF-PAAMS programme;
- Record and contribute to the assessment prior to distribution of waivers and concessions;
- To participate in the control and implementation of specific industrial Quality Plans or part of;
- To interact internally with other Sections, particularly the ILS/ISS section, of the FSAF-PAAMS Programme Division (PD), and externally with national bodies responsible for Quality Assurance, in accordance with relevant activities of interest;
- Undertake some FSAF-PAAMS Programme related duties including trial-related activities On-board or at an Industrial/Government Site or Facility.
- Provide support to the Programme Division as necessary to ensure the successful running of the Programme. Additional tasks will be necessary as the PD transforms through the various phases of the projects within the Programme portfolio.

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** Excellent interpersonal skills with the ability to interact and communicate at all levels within OCCAR as well as with Nations;
- CS 2** The ability to work in a changing, developing and demanding environment;
- CS 3** The ability to work independently based on objectives set by the line manager;
- CS 4** The ability to use Computer and Information Technology (ICT) facilities, and able to demonstrate a good working knowledge of MS Office software;
- CS 5** Good team-working skills with ability to establish good working relations at all levels in a multicultural context and with respect for diversity.

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** Experience of applying the International Configuration Management Standards and in particular experience in the following areas:
 - Configuration Auditing.

- Control of ECPs, recording, their application and nations implementation;

ES 2 Experience in the management / application of Service Bulletins or the National equivalents across varied systems in relation to Quality & Configuration;

ES 3 Experience International Quality Assurance Standards and related procedures and in particular experience in the following areas:

- Evaluation and processing of Certificate of Conformities;
- Evaluation, recording and processing of Concessions / Waivers;

ES 4 Experience in supporting the acceptance and conformity assessment of complex deliverables;

ES 5 Experience in the field of Integrated Logistic Support relating to configuration, in particular using and reviewing Configuration documentation (e.g. LAR/IETP) and assessing its conformity.

4.2 Desirable:

DS 1 Experience in technical and In-Service Support (ISS) management (contracts, relations with industry, etc.);

DS 2 Awareness of other defence related structures and organisations;

DS 3 Experience in international cooperation activities;

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 higher secondary education or equivalent in the activities directly related to the tasks described is requested.

7. Security Clearance

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

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

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Francis CELESTE (FSAF-PAAMS Programme Manager)

Email: francis.celeste@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	AF23 - TECHNICAL MANAGER - TYPE ACCEPTANCE AND SYSTEM ENGINEERING
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	15 April 2026
Start Date	01 August 2026
Interview Date	Week commencing on 18 May 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 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 Technical Manager for Type Acceptance and System Engineering will report to the Technical Section Leader. They will ensure that the necessary certification and qualification activities are satisfactorily carried out in accordance with OMP-14, so that the type certification by the NMAAs and the Type Acceptance by OCCAR-EA can be declared. 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).

In particular, they will:

- Ensure that the Contractor's activities carried out on the RPAS Type complies with the applicable airworthiness requirements (Certification and Safety) and the technical specification (Qualification) in order to allow the issuance of a Type Acceptance by the Contracting Authority;
- Monitor that the Type Acceptance activities will be performed based on the Certification and Qualification requirements and processes under the scope of Certification and Qualification (described by the Stage 2 Contract and associated Annexes);

- Act as the focal point between OCCAR-EA MRPD and the Certification and Qualification Committee (CQC) to ensure a close coordination and consistency between the activities managed by the CQC and those managed by OCCAR-EA (Technical, Commercial, Support, etc.);
- Address, as appropriate, any contractual issues arising from those activities and affecting the programme requirements (timescale, costs and performance);
- Support the interpretation of the contract requirements with regard to certification and qualification issues;
- Share periodically with the CQC the general information on the Programme;
- Coordinate with the Certification and Qualification Team Manager, Safety & ATI Manager and Qualification Officer the principal steps to achieve Qualification completion as a prerequisite for Type Acceptance;
- Ensures effective communication within the PD and with Programme Stakeholders, (NMAA's, Contractor's representatives, etc) and appropriate interactions with all WGs involved in the Type Acceptance process (including CQ Core Team, TOWG and the CQC);
- Countersign the internal Certificate of Design (CoDs) at the Qualification process completion;
- Ensure the Contractor's compliance to all contract requirements in support to Type Acceptance. Among the other responsibilities, they will:
 - Ensure the Contractor's delivery of the documentary evidence in support of Type Acceptance;
 - Ensure the Contractor issuing of the *Declaration of Compliance* and of the *Certificate of Design* for the MALE RPAS;
 - Verify that the recommendation issued by the CQO for the release of national Military Type Certificates (MTC(s)) is acceptable evidence for NMAAs;
 - The Certification and Qualification Organisation (CQO) processes have been followed in accordance with the agreed CQ processes;
 - Ensure that the Contractor performs appropriate corrective actions within an agreeable time period with regard to the Type Acceptance evidence, based on the reservations made by the Contracting Authority;
- Ensure that all contractual requirements related to Type / Post Type Acceptance and Qualification are being met by the Contractor;
- The Review and the Assessment of the overall engineering activities have been performed in accordance with Annex A Appendix D (ARP4754A explanatory document);

- Establish and maintain the European MALE RPAS requirements and their compliance status in a requirements database including certification and accreditation requirements;
- Manage the technical input provided as system engineering database artefacts to the DOORS and CAMEO (or equivalent requirements management/system modelling tools) database to enable adequate and effective programme manage;
- Assess and monitor that appropriate and effective Risk Management actions related to MALE RPAS Type acceptance are performed by the Contractor, during development, in support to production and to initial in service aspects is provided as required;
- 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 aeronautical systems' Certification processes, and associated activities including a sound understanding of Type Certificate processes and support to Military Airworthiness Authorities;
- ES 2** Significant proven experience in aeronautical systems' Qualification processes and associated activities including sound understanding of Type Acceptance processes;
- ES 3** Sound knowledge and experience in dealing with System Engineering processes and requirements management;
- ES 4** Significant experience in technical problems resolution and technical negotiations regarding Certification and Qualification;
- ES 5** Proven experience in international defence cooperation programmes and familiarity with defence structures, organisations and industries including interactions and technical negotiations with Contractors.

4.2 Desirable:

- DS 1** Proven experience in remotely piloted systems and their support during 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** Adequate knowledge and field experience on technical concepts applied to airborne systems (Flight safety, Configuration Control, standardisation processes, etc.);
- DS 4** Adequate experience in monitoring complex technical aspects of Defence contracts;
- DS 5** Knowledge of aircraft systems' certification regulations and standards.

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 Aeronautical Engineering, 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>.

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



VACANCY NOTICE	
Post	AF18 – CONTRACTS OFFICER
Grade	A3
Division	MALE RPAS Programme Division
Section	Commercial and Contract Section
Management of Staff	0
Location	Munich/Hallbergmoos, DE
Initial Contract Duration	3 years
Closing Date for Applications	02 June 2026
Start Date	01 October 2026
Interview Date	Week commencing on 29 June 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 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 of the Division, but also manages this European armament Programme with respect to the European Defence Fund (EDF) 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 Contracts Officer reports to the Commercial and Contract Section Leader and will:

- Prepare Contract Routes, RFQs, draft and negotiate complex contracts and contractual documents (contract bodies and annexes) and Service Level Agreements to be awarded in close cooperation with the technical and finance staff of the MRPD;
- Manage, with appropriate IT support, all relevant contractual documentation, in particular for Contract Amendments, incl. Contract Change Proposals (CCPs); also ensure the proper handling of all protected documentation (such as ITAR/EAR etc.) inside MRPD;
- Prepare and implement the "Authorisation To Proceed" (ATP) process;
- Prepare Contract Presentation Reports (CPR) for letting the contractual documents, some up to the OCCAR Director level;
- Set up and conduct competitive procurements, in particular for the execution of the Administrative Budget;
- Draft contractual relevant agreements and side letters ("white papers") to adapt to modified Customer needs;

- Support the Contract Change Procedure iaw the Ts&Cs and Annex D of the Global Contract;
- Coordinate with the NPAs on all pricing matters where appropriate;
- Support of contract management, handling contractual issues that may arise during the execution of the contracts including the application of penalty payments;
- Ensure that contractual deliverables are accepted in accordance with contract conditions;
- Provide contractual advice on the correct execution of the MALE RPAS Programme to the Commercial Section Leader and the Programme Manager;
- Monitor the compliance of activities against the MoUs/ProgDs and support the amendment process of MoUs/ProgDs, if required;
- Support the Commercial and Contracts Section Leader in the preparation and conduct of meetings including presentations and taking Minutes of Meeting (MoM);
- On request of the Section Leader or the PM, performing other tasks and duties related to their responsibilities or in support of other area or PD Section.

These activities are carried out in collaboration with Participating Programme States, industry and OCCAR Central Office.

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** Good background in contracts within a complex environment;
- ES 2** Sound experience in negotiation and administration of international contracts;
- ES 3** Sound experience of drafting terms of contract for major defence programmes;
- ES 4** Knowledge of the structure of contractor prices for major defence programmes;
- ES 5** Hands-on experience in the administration of complex contract documentation, incl. handling of proper IT tools.

4.2 Desirable:

- DS 1** Knowledge of national pricing rules and regulations and pricing activities in armament programmes;
- DS 2** Knowledge of the OCCAR Through-Life Management concept;
- DS 3** Experience of handling contract issues/disputes;
- DS 4** Knowledge and experience in intellectual property rights;
- DS 5** Knowledge of ITAR and EAR regulations.

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 higher secondary education or equivalent with several years of experience in the activities directly related to the tasks prescribed is highly desirable.

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:

Dr. Karl-Heinz SEEKATZ (Commercial and Contract Section Leader)

Email: karl-heinz.seekatz@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>.