

# STATO MAGGIORE DELLA DIFESA

## *I Reparto Personale*

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

00187 Roma  
PdC: Ten.Col. COSTA 2.2157  
e-mail: [primo.impiego2s@smd.difesa.it](mailto:primo.impiego2s@smd.difesa.it)

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

### **A ELENCO INDIRIZZI IN ALLEGATO “A”**

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Riferimento:

- a. f. prot. n. M\_D ABBE6E3 0084869 in data 3 novembre 2025 di DNA I Rep. (non a tutti);
- b. f. prot. n. M\_D ABBE6E3 0084870 in data 3 novembre 2025 di DNA I Rep. (non a tutti);

Seguito

- a. f. prot. n. M\_D A0D32CC 0262796 in data 10 dicembre 2024 (non a tutti);
- b. f. prot. n. M\_D A0D32CC 0010107 in data 18 gennaio 2025 (non a tutti).

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1. L’Organismo Congiunto per la Cooperazione in materia di Armamento (OCCAR) ha indetto una ricerca di personale<sup>1</sup> 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)<sup>2</sup>, complete della sottoannotata documentazione accessoria:
  - copia del passaporto 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)

<sup>1</sup> 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>.

<sup>2</sup> 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**

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

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

| DIVISIONE<br>SEZIONE                                                | SEDE DI SERVIZIO | P.O.                                              | GRADO                                                 | ATTUALE TITOLARE<br>---<br>TERMINE MANDATO | DATI RELATIVI AL MANDATO |           | F.A.<br>INTERESSATA | TIPO DI POSIZIONE                                                                                                                      | SCADENZA PRESENTAZIONE CANDIDATURE |                 |           | data intervista a<br>partire dal |
|---------------------------------------------------------------------|------------------|---------------------------------------------------|-------------------------------------------------------|--------------------------------------------|--------------------------|-----------|---------------------|----------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-----------------|-----------|----------------------------------|
|                                                                     |                  |                                                   |                                                       |                                            | DURATA                   | INIZIO    |                     |                                                                                                                                        | SMD - I Reparto                    | DNA - I Reparto | OCCAR     |                                  |
| <i>Site Support Division</i><br><i>Site Management Bonn</i>         | BONN<br>(DEU)    | <b>B042</b><br><i>"Site Management Assistant"</i> | B5<br>(Mar. - Mar.Ord.<br>e gradi<br>corrispondenti.) |                                            | 3 ANNI                   | 01-apr-26 | <b>EMA</b>          | Status internazionale<br>a concorso tra le Nazioni<br><br>(trattamento giuridico-<br>amministrativo ai sensi della<br>L. n. 1114/1962) | 28-nov-25                          | 5-dic-25        | 11-dic-25 | 19-gen-26                        |
| <i>PPA</i><br><i>Programme Division</i><br><i>Technical Section</i> | LA SPEZIA        | <b>AC03</b><br><i>"Combat System Officer"</i>     | A4<br>(C.F.)                                          | C.F. Walter CAPPELLI<br>(31 marzo 2026)    |                          | 01-apr-26 | <b>MM</b>           | Status internazionale<br>assegnata alla Nazione<br><br>(trattamento giuridico-<br>amministrativo ai sensi della<br>L. n. 1114/1962)    | 15-dic-25                          | 22-dic-25       | 5-gen-26  | 26-gen-26                        |



## Organisation for Joint Armament Co-operation Executive Administration

### VACANCY NOTICE

|                                      |                                    |
|--------------------------------------|------------------------------------|
| <b>Post</b>                          | B042 - SITE MANAGEMENT ASSISTANT   |
| <b>Grade</b>                         | B5                                 |
| <b>Division</b>                      | Site Support Division              |
| <b>Section</b>                       | Site Management Bonn               |
| <b>Management of Staff</b>           | 0                                  |
| <b>Location</b>                      | Bonn, DE                           |
| <b>Initial Contract Duration</b>     | 3 years                            |
| <b>Closing Date for Applications</b> | 11 December 2025                   |
| <b>Start Date</b>                    | 01 April 2026                      |
| <b>Interview Date</b>                | Week commencing on 19 January 2026 |

#### **1. Background**

The Site Support Division (SSD) is responsible for the provision of essential infrastructure and support to enable the Directorate, Programme Divisions and the Central Office to deliver the efficient and effective core activities of OCCAR-EA. This includes all matters relating to Site Management addressed in each of the OCCAR-EA sites.

The Bonn Site Management Team is responsible for the planning and implementation of the Enabling Infrastructure Management, Investments Management, Budget and Finance Management, Contract Management and Risk Management of the Bonn OCCAR-EA site. Site Management is also responsible for policy in respect to the Health & Safety, Emergency Planning, asset management and registry management.

#### **2. Duties and Responsibilities**

The Site Management Assistant will report directly to the Site Management Bonn Section Leader and will closely support the Senior Site Management Bonn Assistant.

They are responsible, amongst other things, for assisting with the management of the Corporate Assets and related documents. They are also responsible for supporting the management of the local service support contract required for Bonn Site, and its day-to-day operation. They will support and assist with the provision, maintenance and supply of local infrastructure and services to the Programme Divisions.

In particular, they will:

- Assist with inventory of all assets (furniture, equipment, hardware and software) and coordinate with ICT Section for the management of ICT assets and property items (hardware and software);
- Assist with the management inventory of all OCCAR Bonn property items (office furniture, office equipment, etc.);
- Support the task to ensure that all inventory of OCCAR assets of all OCCAR Sites (office furniture, office equipment, etc.) are officially registered within OCCAR ERP system and all OCCAR property items are managed properly;
- Assist with the Fixed Assets Registry in close coordination with the other OCCAR sites;
- Assist with managing all write off/disposal of OCCAR assets;
- Manage with the completion of a full inventory of OCCAR Bonn Site assets once per year;
- Supervise check-in/check-out for all staff in Bonn (Central Office and Programme Divisions) for assets inventory control (for example mobile phones, office equipment);
- Support the management of the mobile phone contracts for Central Office and Programme Divisions;
- Assist with small procurement activities and invoice acceptance for procured goods and services for Central Office and Bonn Site administrative budget and for the Programme Divisions located in Bonn in accordance with the Delegation of Authority;
- Manage and monitor the stock levels of OCCAR Public Relation Items;
- Plan, manage and maintain Portable Appliance Testing (PAT) for Bonn site assets;
- Manage on-site faults and issues directly related to site support services;
- Undertake temporary additional tasks as required by the Senior Site Management Assistant Bonn;
- Deputise for the Senior Site Management Assistant during their absence.

### **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 with procurement processes, particularly sourcing strategies and supplier management;
- ES 2** Proven experience in managing corporate assets, including inventory control, asset registration, tracking and disposal;
- ES 3** Demonstrated experience in financial administration, including working with databases and budget frameworks, with a particular focus on invoice processing and reconciliation.

##### **4.2 Desirable:**

- DS 1** Experience of working in a multinational working environment would be an advantage;
- DS 2** Familiarity with managing local infrastructure and service support contracts;
- DS 3** Awareness of Portable Appliance Testing (PAT) procedures and compliance requirements;
- DS 4** Experience in using Enterprise Resource Planning (ERP) or similar software systems.

#### **5. Language Requirements**

- ADVANCED level<sup>1</sup> of ENGLISH both oral and written.
- UPPER INTERMEDIATE level of German will be considered as an asset.

#### **6. Qualifications**

A higher secondary level education or equivalent in the activities directly related to the tasks described is highly desirable.

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<sup>1</sup> The language levels can be found on the OCCAR website, [www.occar.int](http://www.occar.int) Careers / Applying.

## **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:

Frank-Stephan HARTMANN

Email: A041@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>.



## Organisation for Joint Armament Co-operation Executive Administration

### VACANCY NOTICE

|                                      |                               |
|--------------------------------------|-------------------------------|
| <b>Post</b>                          | AC03 - COMBAT SYSTEM OFFICER  |
| <b>Grade</b>                         | A4                            |
| <b>Division</b>                      | PPA Programme Division        |
| <b>Section</b>                       | Technical Section             |
| <b>Management of Staff</b>           | 1                             |
| <b>Location</b>                      | La Spezia, Italy              |
| <b>Initial Contract Duration</b>     | 3 years                       |
| <b>Closing Date for Applications</b> | 05/01/2026                    |
| <b>Start Date</b>                    | 01/04/2026                    |
| <b>Interview Date</b>                | Week commencing on 26/01/2026 |

#### 1. Background

The aim of the Programme is the definition, development, production and initial in-service support of 7 Patrol Ships (Pattugliatori Polivalente d'Altura - PPA).

The PPA Programme Division is located in La Spezia.

#### 2. Duties and Responsibilities

The post holder shall be directly responsible for all the Combat System matters and will report directly to the Programme Manager (PM).

The post holder will be responsible for:

- Combat System:
  - Anti submarine warfare;
  - Anti air warfare;
  - Anti surface warfare;

- Communications;
- Combat Management System;
- Electronic Warfare;
- Internal Networking System;
- Navigation.

Furthermore, they will also be responsible for the following transversal matters:

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

The post holder for the areas of their responsibility will:

- monitor the development and production progress;
- monitor the industry activities "through the contract" (working groups, technical meetings, progress meetings, contractual reviews...);
- prepare/give technical briefings and presentations during PC meetings or other formal meetings;
- co-ordinate and monitor the acceptance for all contractual deliveries, in liaison with the Qualification and Acceptance Officer, the Platform Officer, and technical experts from the Nation;
- co-ordinate and monitor the provision and correct use by industry of Government Furnished Services (GFS), Government Furnished Equipment (GFE), Government Furnished Facilities (GFF) and Government Furnished Information (GFI) as defined in the contract;
- take part in the preparation and negotiation of any new contract for all technical matters in their areas of responsibility;
- modify/update technical and operational requirements, in liaison with the PS;
- coordinate and supervise C/S integration on board;
- contribute, in coordination with Platform Officer, to CSPI/CSFI;
- support the qualification/acceptance process of C/S systems;
- assess the achievement of the contractual Technical Keys related to C/S;
- be responsible to coordinate with Nation/Industry all the matters concerning C/S;
- evaluate the Engineering Change Proposals and the waiver proposals related to C/S;
- support the Risk Officer in the management of risks related to C/S.

The post holder will perform any related duties as directed.

### **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** Competencies and deep knowledge of all what is listed in the area of their duties and responsibilities, with specific experience and skills focused on naval defence procurement and contract management;
- ES 2** Broad experience in trials/testing, acceptance and qualification procedures of complex C/S naval systems;
- ES 3** Proven experience of working with the customer governmental official technical and/or operational experts;
- ES 4** Knowledge in applying programme management disciplines in a Through Life Management sense;
- ES 5** Former experience in the National Navy General Staff Naval/Armament Directorate or equivalent Navy Central Offices.

#### 4.2 Desirable:

- DS 1** Onboard experience as Combat System Engineer Officer and/or formal experience of at least 5-years in Combat System integration of naval systems are highly desirable and will be considered as an advantage;
- DS 2** Previous experience in international programmes or co-operation activities;
- DS 3** Experience of performing Qualitative and Quantitative assessments;
- DS 4** Working knowledge of other defence related structures and organisations;
- DS 5** Previous experience with pertinent rules and processes governing the quality assurance field under industrial and governmental responsibilities.

### 5. Language Requirements

- ADVANCED level<sup>1</sup> 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 Engineering<sup>2</sup> (or equivalent educational level qualification) with several years of experience in the activities directly related to the prescribed tasks is required.

### 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:

Daniele Sangermano (Programme Manager)

Email: [daniele.sangermano@occar.int](mailto:daniele.sangermano@occar.int)

Applications for this Vacancy Notice should be submitted through the appropriate National Administrations.

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<sup>1</sup> The language levels can be found on the OCCAR website, [www.occar.int](http://www.occar.int) Careers / Applying.

<sup>2</sup> A University degree of five or six year second cycle (master's) degree (300 or 360 ECTS)