

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 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 0019850 in data 19 febbraio 2026 di DNA I Rep. (non a UG);
 - b. f. prot. n. M_D ABBE6E3 0019851 in data 19 febbraio 2026 di DNA I Rep. (non a UG);
 - c. f. prot. n. M_D ABBE6E3 0022778 in data 24 febbraio 2026 di DNA I Rep. (non a UG).
- Seg. 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 codesto Organo 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>.

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	
<i>MALE RPAS Programme Division Technical Section</i>	MUNICH/HALLBERGMOOS (DEU)	AF12 <i>"Technical Officer Communications"</i>	A3 (Magg.)		3 ANNI	1° settembre 2026	AM	Status internazionale a concorso tra le Nazioni	21 aprile 2026	5 maggio 2026	12 maggio 2026	15 giugno 2026
<i>MALE RPAS Programme Division Technical Section</i>	MUNICH/HALLBERGMOOS (DEU)	AF28 <i>"Technical Officer Propulsion System"</i>	A3* (Magg. / Ten.Col.)			1° ottobre 2026	AM		13 maggio 2026	27 maggio 2026	3 giugno 2026	6 luglio 2026
<i>Small Programmes Programme Division REACT Programme</i>	BONN (DEU)	AG12 <i>"REACT Technical Project Officer "</i>	A3 (Magg.)			1° luglio 2026	AM		31 marzo 2026	14 aprile 2026	21 aprile 2026	11 maggio 2026



VACANCY NOTICE	
Post	AF12 – TECHNICAL OFFICER COMMUNICATIONS
Grade	A3
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	12 May 2026
Start Date	01 September 2026
Interview Date	Week commencing on 15 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 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 Officer Communications will report to the Technical Section Leader, will support the Infosec & Communication Systems Coordinator and will be responsible for the management of activities covering the communication sub-systems requirements of the European MALE RPAS. These activities are carried out in close collaboration with industry and the national entities.

In particular, they will:

- Manage all aspects of the implementation of the communications sub-system and equipment to the air vehicle and ground system, including
 - qualification and certification aspects in cooperation with the Certification/Qualification staff of the PD;
 - accreditation in cooperation with the Infosec (Information Security) staff of the PD.
- Contribute to prepare and proceed for the COMM requirements Qualification, and Certification under COMM CQP's responsibility, supporting the Certification and Qualification Team Manager;

- Tackle the qualification activities with the preparation of the laboratory/ground/flight test on communications; Ensure the Certification Basis compliance, as requested by EMAR-21 through a Certification Programme and its detailed Means of Compliance (MoC) demonstration, in the scope of the COMM Panel;
- Ensure the development and implementation of "specific Certification Plans" allocated to the COMM CQP;
- Contribute to prepare and proceed for the COMSEC (Communication Security) requirements Accreditation under COMSEC Working Group responsibility, supporting the Infosec & Communication Systems Coordinator;
- Monitor, evaluate and report on the Contractors' performance against Communication Chain development, production and in- service activities (requirements, architecture / definition / interfaces, configuration management, GFX management, analysis and performance assessment);
- Monitor and coordinate all issues raised for the communications sub-system in terms of frequency management, crypto keys management and interoperability with legacy systems;
- Liaise with the National and International organizations as necessary (e.g. International Telecommunication Unit, NATO, NDA);
- Monitor and coordinate the data link and communication network implementation for Command and Control and Mission Communications of the European MALE RPAS;
- Liaise and actively support the coordination, as appropriate, of all technical aspects of responsibility in any transversal responsibility with the Communication Information Security Officer or any other relevant CQ Technical Panels (e.g.: Safety, Avionics) or Working groups (e.g.: Technical and Operational Working group, Operational Advisory Focus Group or Air Traffic Integration);
- Support the Infosec & Communication Systems Coordinator & Communication Information Security Officer in all aspects and on request of the Technical Section Leader, perform other tasks and duties related to their responsibilities or in support of other technical management 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** 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** Proven experience and strong background in military communications projects, encompassing the entire lifecycle of the communication sub-systems as well as requirements management;
- ES 2** Proven experience in aeronautical systems Certification (Airworthiness) processes and associated activities for communication systems;
- ES 3** Proven experience in aeronautical system's Qualification processes and associated activities for communication systems;
- ES 4** Experience in managing contractors and liaising with International Organisations.

4.2 Desirable:

- DS 1** Experience in the field of integration of Communications Systems in military Remote Piloted Air Systems;
- DS 2** Experience in communication systems qualification/certification test and evaluation campaigns;
- DS 3** Experience in the field of operating and/or exchanging information with others (un)manned aircraft and ground forces (e.g.: Remote Video Terminal, VMF, Voice);
- DS 4** Previous Experience in the implementation and management of Tactical/Mission/C2 Data Links (e.g.: STANAG 7085, 4606);
- DS 5** Good knowledge and experience of COMSEC/TRANSEC mechanisms, including definition and implementation of crypto key requirements evaluation and approval processes.

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 or equivalent qualification with several years of experience in electronics, Aeronautical or systems engineering 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:

Justin VANDERHAEGHE (Technical Section Leader)

Email: justin.vanderhaeghe@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	AF28 – TECHNICAL OFFICER PROPULSION SYSTEM
Grade	A3*
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	03 June 2026
Start Date	01 October 2026
Interview Date	Week commencing on 06 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 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 Officer Propulsion System will report to the Technical Section Leader and will act as OCCAR representative in the Power Plant & Fuel Systems Panel (PWP CQP), supporting the Panel activities, mainly from contractual, but also from a technical point of view, and will be acting as Panel Coordinator if so decided by PPSs. These activities will be performed in close cooperation with Industry, EASA, and the National Authorities including, but not limited to, the National Military Airworthiness Authorities (NMAAs).

In particular, they will:

- Supervise actively all technical aspects of the MALE RPAS development production and in service activities, affecting the Power Plant and Fuel system;
- Contribute to prepare and proceed for the Power plant and Fuel Systems requirements Qualification, and Certification under PWP CQP 's responsibility, supporting the Certification and Qualification Team Manager;
- Ensure the Certification Basis compliance, as requested by EMAR-21 through a Certification Programme and its detailed Means of Compliance (MoC) demonstration, in the scope of the Power Plant & Fuel Systems Panel (PWP CQP);

- Ensure the development and implementation of “specific Certification Plans” allocated to the PWP CQP. Those would be, but not limited to:
 - Propulsion System CP;
 - Fire Protection CP;
 - Fuel System CP.

- Act as focal point, during the Certification Process, on Power Plant and Fuel System topics related with technical positions resulting from the discussions inside the areas of knowledge included in the “certification perimeter” for the PWP CQP. This certification perimeter would be, but not limited to:
 - Propulsion safety management;
 - Gas turbine engine applications;
 - Alternate Propulsion systems;
 - Engines;
 - Propellers;
 - Fuel System;
 - Fire and hazard protection.

- Support the Certification Qualification Organization (CQO) as needed concerning PWP Panel aspects in order to report technical positions and promote decisions and agreements;
- Evaluate and assess any proposed deviations from contractual certification standards affecting PWP panel and advise the Certification Manager (and their line Management) of potential Programme impact;
- Liaise and actively support the coordination, as appropriate, of all technical aspects of responsibility in any transversal responsibility with the Technical Officer – General Systems or any other relevant CQ Technical Panels (e.g.: Structure, Safety, Flight);
- Ensure efficient and effective communication and coordination within the PD and with program Stakeholders (NMAA’s, EASA, Contractor, etc.) in their area of responsibility;
- Liaise with EASA for initial airworthiness and continued airworthiness of the Type Design and the post Type Certification activities of the Engine;
- Implement appropriate and effective Risk Management actions related to MALE RPAS Power Plant and Fuel System domain during development, production and initial support;
- On request of the Technical Section Leader, performing 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** 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** Proven experience in aeronautical systems' Certification (Airworthiness) process and associated activities;
- ES 2** Proven experience in aeronautical systems' Qualification process and associated activities;
- ES 3** Proven experience and background in aeronautical engineering and Propulsion Systems' architectures and functionalities;
- ES 4** Wide knowledge of certification standards and regulations on Engines and Propellers systems;
- ES 5** Proven experience in Defence programmes in a multi-national environment and familiarity in dealing with Defence Organisations and Industries at technical level.

4.2 Desirable:

- DS 1** Proven experience in remotely piloted systems procurement and support to unmanned aerial vehicles military operations and activities;
- DS 2** Previous experience with military aeronautical programmes especially with respect to the development, production and in-service support phases of modern Weapon Systems;
- DS 3** Experience in Propulsion Systems qualification/certification test and evaluation campaigns;
- DS 4** Adequate experience in monitoring complex technical aspects of Defence contracts;
- DS 5** Knowledge of technical publications and documentation, with a good working knowledge of a requirements management tool (e.g. DOORS) and risk management 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 university degree/master degree in Aeronautical Engineering, or equivalent qualification in the activities directly related to the described position 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:

Justin VANDERHAEGHE (Technical Section Leader)

Email: justin.vanderhaeghe@occar.int

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

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

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VACANCY NOTICE	
Post	AG12 - REACT Technical Project Officer
Grade	A3
Division	Small Programmes Programme Division
Section	REACT Programme
Management of Staff	0
Location	Bonn, DE
Initial Contract Duration	3 years
Closing Date for Applications	21 April 2026
Start Date	01 July 2026
Interview Date	Week commencing on 11 May 2026

1. Background

The REACT2 Programme is managed by OCCAR-EA on behalf of Germany, Spain, Italy, Sweden, France, Poland and the Netherlands as Participating States (PSs). The Programme scope is focused on studies, design, prototyping, testing and qualification of an electronic attack capability, taking as baseline all the progress made in REACT1 (EDIDP-ACC-AEAC-2019).

The second stage of the REACT Programme (EDF-2022-DA-AIR-AEW) would have a total duration of approximately 48 months, and the Programme is expected to be continued to manage subsequent Stages.

The Small Programmes Programme Division (SP PD) is a matrix organisation which currently houses Night Vision Capability (NVC), Light Weight Torpedo (LWT), Responsive Electronic Attack for Cooperative Tasks (REACT) and Véhicule Blindé D'Aide À L'Engagement (VBAE) Programmes. Other small programmes could join in the future.

2. Duties and Responsibilities

The REACT Technical Project Officer will report to the REACT Project Manager.

As a member of the Small Programmes Programme Division (SP PD), the REACT Technical Project Officer will support the REACT Project Manager in all technical and delegated management issues regarding the REACT Programme, and will work in close cooperation with the Contract & Finance (C&F) Officer of SP PD assigned to the REACT Programme.

Under the supervision of the Project Manager the post holder will be responsible to support the technical/programmatic aspect of the Programme as follows:

- Prepare general Programme and technical decisions for the Project Manager;
- Lead Expert Working Groups as directed and delegated by the Project Manager;
- Be the focal point for the overall Programme schedule;
- Draft and maintain all schedules related to the management of the Programme;
- Manage the requirements in liaison with the Participating States;
- Monitor and collect evidence of technical compliance with the technical specification;
- Coordinate and monitor the acceptance for all contractual deliveries;
- Coordinate and monitor industry for all activities, including performances, in close coordination with the Participating States;
- Liaising with the Nations and Industry for the drafting of reports;
- Liaising with the Nations and Industry for the acceptance of Industry deliverables;
- Reporting to the Project Manager on all activities and associated issues as required (including but not limited to technical, quality, risks etc);
- Support the Project Manager in the managing of the Linked Procurement Contract (LPC);
- Support the Project Manager in the application of the OCCAR Risk Management methodology and tools into the Programme Division;
- Support the Project Manager in the application of the Programme reporting in accordance with OCCAR rules.

The post holder may also be tasked to:

- Participate in the relevant OCCAR Communities of Practice;
- Coordinate relevant activities between industry and Participating States for what concerns their field of work.

The post holder will perform any related duties and temporary additional tasks as directed by the REACT Project Manager.

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** Knowledge of aeronautical weapon systems in particular in the area of avionics/electronics;
- ES 2** Experience in the preparation of an Invitation to Tender, starting from requirements management up to the technical definitions;
- ES 3** Experience in Project delivery (testing, qualification, acceptance, waiver, deviation, etc.) of complex weapon systems;
- ES 4** Awareness of European defence-related structures and organisations;
- ES 5** Knowledge in applying Project Management disciplines in a true Through Life Management sense as well as programme management principles, tools and techniques and experience of using them effectively in armament programmes.

4.2 Desirable:

- DS 1** Basic knowledge of aircraft cyber security methods and standards;
- DS 2** Good knowledge in Risk Management;
- DS 3** Previous experience acquired in research and development of weapon systems, including Electronic Warfare Systems and Airborne Electronic Attack perimeters;
- DS 4** Good knowledge of Electronic Warfare domain technologies;
- DS 5** Good knowledge of Contract management including costs drivers.

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 or equivalent experience in the activities directly related to the described tasks above.

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:

Antonio Miralles (REACT Project Manager)

Email: antonio.miralles@occar.int

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