

# 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 0095327 in data 2 dicembre 2025 di DNA I Rep. (non a tutti);

b. f. prot. n. M\_D ABBE6E3 0095329 in data 2 dicembre 2025 di DNA I Rep. (non a tutti).

Seguito

a. 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, 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)

<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 DELL’ESERCITO</b>	<b><u>SEDE</u></b>
	<b>DIREZIONE PER L’IMPIEGO DEL PERSONALE MILITARE DELLA MARINA</b>	<b><u>ROMA</u></b>
	<b>DIREZIONE PER L’IMPIEGO DEL PERSONALE MILITARE DELL’AERONAUTICA</b>	<b><u>ROMA</u></b>
<b>e, per conoscenza,</b>		
	<b>MINISTERO DELLA DIFESA Gabinetto del Ministro</b>	<b><u>ROMA</u></b>
	<b>DIREZIONE NAZIONALE DEGLI ARMAMENTI 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 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	
Human Resources Division ----- Personnel Management Section	BONN (DEU)	A085 "Senior Personnel Management Officer"	A3* (Magg. - Ten.Col. e gradi corrispondenti.)	//	3 ANNI	01-mag-26	EMA	Status internazionale a concorso tra le Nazioni  (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	26-gen-26	3-feb-26	10-feb-26	2-mar-26
ESSOR Programme Division ----- Technical Section	BONN (DEU)	A910 "Operational Communication Specialist"	A3* (Magg. - Ten.Col. e gradi corrispondenti.)	//		01-mag-26	EI/MM	Status internazionale a concorso tra le Nazioni  (trattamento giuridico- amministrativo ai sensi della L. n. 1114/1962)	9-feb-26	17-feb-26	24-feb-26	23-mar-26



## Organisation for Joint Armament Co-operation Executive Administration

### VACANCY NOTICE

<b>Post</b>	A085 - SENIOR PERSONNEL MANAGEMENT OFFICER
<b>Grade</b>	A3*
<b>Division</b>	Human Resources Division
<b>Section</b>	Personnel Management Section
<b>Management of Staff</b>	0
<b>Location</b>	Bonn, DE
<b>Initial Contract Duration</b>	3 years
<b>Closing Date for Applications</b>	10 February 2026
<b>Start Date</b>	01 May 2026
<b>Interview Date</b>	Week commencing on 02 March 2026

#### 1. Background

The Human Resource Division (HRD) is responsible for implementing the Human Resource Management process. Its primary objective is to ensure that OCCAR-EA has the necessary personnel resources, managed in a cost-effective manner, to achieve its strategic goals. Additionally, the Division plays a key role in fostering morale and operational efficiency across the organisation by delivering a responsive and effective personnel service.

The Personnel Management Section provides guidance on HR policies, training, and workforce planning. It manages recruitment and onboarding processes, maintains accurate personnel records, and oversees the annual staff appraisal process.

#### 2. Duties and Responsibilities

The Senior Personnel Management Officer reports directly to the Personnel Management Section Leader (PMSL) and supports them across all aspects of personnel management.

In particular, they will:

### **Personnel Management (General)**

- Manage the review and update of HR policies and procedures, including HR related OCCAR Management Procedures (OMP) and Internal Procedures (IP);
- Provide advice and guidance to staff at all levels on all aspects of personnel management in line with OCCAR processes and procedures;
- Review and respond to reports and business cases from Central Office and Programme Divisions, highlighting HR related aspects to the Head of HRD (HoHRD) and PMSL;
- Prepare formal correspondence, internal memos, presentations, and other documentation as required.

### **Quality Management System**

- Act as the HRD focal point for Quality Management;
- Represent HR in the Quality Management Working Group, ensuring compliance with ISO 9001:2015 standards and attending relevant meetings;
- Manage the annual ISO 9001:2015 certification process for HRD activities and regularly monitor and evaluate HR related Process Quality Indicators (PQIs) and Key Process Indicators (KPIs).

### **Statistics**

- Produce periodic reports on HR related PQIs and KPIs;
- Provide on-demand statistics covering HR activities such as workforce levels, recruitment, training, and the annual staff assessment process;
- Provide detailed statistical reports as requested by Senior Management.

### **Recruitment**

- Support the recruitment process up to and including A3\* posts, including evaluation of applications, conducting competency-based interviews and producing official interview reports.

### **Other tasks**

- Contribute to process improvements to optimise and harmonise HR processes;
- Provide support to the Head of HRD and PMSL as required;
- Provide cover during the absence of the Personnel Management Officer (PMO).

### **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 personnel management, including policy development and implementation;
- ES 2** Practical experience with recruitment processes, including competency-based interviews;
- ES 3** Proven ability to interpret and apply HR-related policies, regulations, and procedures, including providing clear and accurate advice to staff at all organisational levels;
- ES 4** Proven experience in drafting formal correspondence, reports, and presentations in English for senior stakeholders;
- ES 5** Broad experience in working with HR metrics, KPIs, and producing accurate statistical reports to support decision-making.

#### **4.2 Desirable:**

- DS 1** Experience in managing or contributing to a Quality Management System (preferably ISO 9001:2015);
- DS 2** Familiarity with HR software or ERP systems;
- DS 3** Experience in process optimisation and harmonisation of HR procedures, including the digitalisation and automation of HR workflows and systems;
- DS 4** Previous experience in HR management within an international organisation and/or in an international context.

## **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 higher secondary education, a university degree, or relevant experience in 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:

Marie Louise MITCHELL (Personnel Management Section Leader)

Email: [marie.mitchell@occar.int](mailto:marie.mitchell@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>.

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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.



## Organisation for Joint Armament Co-operation Executive Administration

### VACANCY NOTICE

<b>Post</b>	A910 - OPERATIONAL COMMUNICATION SPECIALIST
<b>Grade</b>	A3*
<b>Division</b>	ESSOR Programme Division
<b>Section</b>	Technical Section
<b>Management of Staff</b>	0
<b>Location</b>	Bonn, DE
<b>Initial Contract Duration</b>	3 years
<b>Closing Date for Applications</b>	24 February 2026
<b>Start Date</b>	01 May 2026
<b>Interview Date</b>	Week commencing on 23 March 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 Operational Specialist shall contribute to achieving the technical objectives of the programme by supporting the Technical Section Leader in the field of ground (wide band and narrow band) communications.

The post holder will:

- Support the Risk Officers in identifying, assessing and mitigate risks related to the ESSOR programme;
- Elaborate common operational exercise scenarios for the ESSOR product in conjunction with the main multinational exercises (e.g., CWIX);
- Support the identification of operational needs and development of a suitable ConOps for the use of the ESSOR products and their harmonisation;
- Review of the contractual deliverables related to common activities contributing to the approval/acceptance process of the common deliverables;
- Contribute to the approval/acceptance process of the common deliverables;
- Support the TSL or the PM in the internal quality functions, i.e., compliance of the ESSOR PD processes to the OCCAR-EA policies and guidelines;
- Support the TSL or the PM in the elaboration of technical requirements for new phases/stages of the ESSOR Programme, as required by the PM;
- Undertake temporary additional tasks for common activities or activities concerning only the Participating State;
- Prepare subsequent Programme stages contributing to consolidate the operational needs;
- Co-ordinate with the ESSOR Commercial Section, the ESSOR Technical Section and the Programme Manager for all activities;
- Provide regular reports to the Programme 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 and experience in operational preparation, deployment and management of radio systems for tactical ground forces (i.e., past experiences in a J6 cell or NOC);
- ES 2** Knowledge and experience in the organisation of operational field test for testing capabilities of radio systems for tactical ground forces;
- ES 3** Knowledge and experience in doctrinal work (e.g., ConOps);
- ES 4** Knowledge and experience in various radio systems for tactical ground forces.

#### **4.2 Desirable:**

- DS 1** Knowledge and experience in operating network management systems of radio systems for tactical ground forces;
- DS 2** Knowledge and experience in operating security management systems of radio systems for tactical ground forces;
- DS 3** Previous working experience within an international environment;
- DS 4** Prior experience in an operational front-line environment (ground forces).

## **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 or equivalent qualification in a relevant technical discipline is considered 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](mailto:raphael.brosseau@occar.int)

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

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