

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

Allegati: //.
Annessi: 1 (uno).

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OGGETTO: Ricerca di personale per una posizione a “*status internazionale*” presso la NATO *Helicopter D&D Production and Logistics Management Agency* (NAHEMA) in AIX-EN-PROVENCE (FRA).

A **DIPARTIMENTO IMPIEGO DEL PERSONALE
DELL'ESERCITO** **SEDE**

**DIREZIONE PER L'IMPIEGO DEL PERSONALE
MILITARE DELLA MARINA** **ROMA**

e, per conoscenza,

**MINISTERO DELLA DIFESA
Gabinetto del Ministro** **ROMA**

**DIREZIONE NAZIONALE DEGLI ARMAMENTI
Direzione degli Armamenti Aeronautici e per l'Aeronavigabilità** **ROMA**

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Rif. f. prot. n. M_D A4B89B9 0003525 in data 3 febbraio 2026 di ARMAEREO (non a tutti).

Seguito:

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

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- L'Agenda Internazionale in titolo ha indetto una ricerca di personale per la posizione a “*status internazionale*”, a concorso tra le Nazioni, n. 0100 di “*Staff Management Director*” (Grado A5¹) nell'ambito della *Management Division*, sede AIX-EN-PROVENCE (FRA), valutata di elevatissimo interesse per la Difesa (Seg. “b.”).
- La durata del mandato è di 3 anni², con inquadramento giuridico-amministrativo ai sensi della legge n. 1114/1962 e oneri a carico dell'Agenda.
- Le candidature dovranno pervenire³ allo Stato Maggiore della Difesa, esclusivamente da codesti Organi d'Impiego, entro il 1° aprile 2026, corredate della scheda biografica in lingua italiana e dell'*Application Form*⁴ in lingua inglese, in originale con firma autografa (in PDF), in ragione dei successivi adempimenti per la loro formalizzazione.
- Nell'inviare la *vacancy notification* (VN) della posizione, si raccomanda il rispetto delle procedure e della scadenza stabilita e si evidenzia, altresì, la necessità che il personale segnalato, oltre a un profilo professionale aderente a quello richiesto dalla VN in parola, 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 Col. e gradi equivalenti.

² A decorrere dal prossimo mese di ottobre.

³ I file dovranno avere dimensioni non superiori, complessivamente, a 3 MB (*megabyte*) per candidato.

⁴ 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>.



NATO UNCLASSIFIED

NAHEMA

"UNITE TO SUCCEED"



**NATO HELICOPTER D&D PRODUCTION AND
LOGISTICS MANAGEMENT AGENCY**

NOTIFICATION OF A "A" GRADE VACANCY

DIVISION:	MANAGEMENT	
SECTION:	//	
LINE MANAGER:	GENERAL MANAGER	
POST TITLE:	STAFF MANAGEMENT DIRECTOR	
POST NO.:	0100	
GRADE:	A5 / NATO GRADE 22	ABBREV. TITLE: SM-1

1. SUMMARY

The "Staff Management Director" coordinates, on behalf of the General Manager, all the activities of the Agency, for an adequate and timely execution of the Programme, interacting efficiently, as point of reference, with the Agency's senior management, as well as with Nations and Industry as required.

The "Staff Management Director" ensures efficiency and effectiveness of the Programme Management function, studying its evolving needs in the context of the In-Service Support phase.

2. QUALIFICATIONS AND EXPERIENCE

ESSENTIAL

- University degree in a relevant discipline or equivalent education, preferably with emphasis on management, aeronautical, scientific or economics discipline.
- Large experience in programme management at senior level, in particular of military aircraft programmes, including experience in collaborative international programmes.
- Knowledge of other related Defence structures and organizations.
- Knowledge of Project Management, Quality Management and Risk Management.
- Ability to establish and maintain excellent working relations at all levels in a multicultural context, and with respect for diversity.
- Ability to chair international meetings.
- Ability to set up and follow short-term priorities and mid/long-term visions.
- Ability to adapt to a changing, developing and demanding business environment.
- Ability to motivate staff.
- Solid working knowledge of MS OFFICE applications and communication via e-mail.
- Fluency in speaking, writing and reading English.
- NATO SECRET Security clearance or higher.

DESIRABLE

- Basic knowledge of the NH-90 programme (technologies, logistics concept and procedures).
- Senior management experience in international co-operation, in the field of Defence Systems acquisition and support practice.
- Basic knowledge of state-of-the-art military helicopter technology and of the related specific requirements towards training, qualification and certification of military personnel.
- Basic knowledge of the NATO procurement principles and concepts, related to airborne weapon systems.

3. MAIN ACCOUNTABILITIES

The incumbent of this post is responsible to the General Manager for the staff directly under his responsibility. The incumbent assumes responsibility - after GM/DGM guidance - for preparation and controlling of overarching and overall conceptual targets and their accomplishment by the different Divisions in the Agency, and for the proper execution of the following tasks:

- setting the overall framework for the management of the NH-90 programme, including tools, techniques and practices focused on risk and schedule management;
- ensuring implementation and follow up of SC/CSC/JEC/CJEC decisions in close coordination with NAHEMA Division Leaders;
- establishing and maintaining a programme plan which covers the essential on-going tasks and milestones of the development, production, and ISS activities;
- reporting on programme status to the NAHEMA senior management and to Nations, as required/directed by senior management;
- facilitating - and contributing to - the effective coordination between the heads of Logistics, Systems and Administration Divisions, with regard to their respective areas of responsibility;
- facilitating - and contributing to - the effective coordination between NAHEMA and the Industry, with regard to their respective areas of responsibility;
- performing any other duties, as required.

4. INTERRELATIONSHIP

The incumbent reports to the General Manager.

5. CONTRACT

The applicant has to be seconded from the national administration of one of the NAHEMO Nations.

According to the NAHEMO Charter, the applicant will be offered a 3-year definite duration contract, which may be renewed for a further period of up to 2 years subject on General Manager decision/proposal and to the agreement of the National Authority concerned. The maximum period of service in the post as a seconded staff member is five years (3+1+1).

The contract offered will be in accordance with the NATO Civilian Personnel Regulations.

6. ADDITIONAL INFORMATION

Appointment will be subject to receipt of a **security clearance** (provided by the national Authorities of the selected candidate) and to pass a **medical examination** with a doctor designated by NAHEMA.

NAHEMA can only accept seconded applicants from nationals of the NAHEMO countries.

NATO is an equal opportunities employer, and does not discriminate on the grounds of gender, race or ethnic origin, religion, nationality, disability, sexual orientation or age (restrictions to age may apply for first appointment only, according to the NATO Civilian Personnel Regulations. This is a prerogative as approved by the NATO Council).

The Civilian Personnel Regulations and other NATO reference documents are available on line: <http://www.nato.int/cps/en/natohq/114139.htm>

NAHEMA, located in Aix-en-Provence, France, is a non-smoking environment.

7. PERSONAL CHARACTERISTICS

All NAHEMA personnel are expected to conduct themselves in accordance with the current NATO Code of Conduct agreed by the North Atlantic Council (NAC), and thus display the core values of integrity, impartiality, loyalty, accountability, and professionalism.

The incumbent of the post is expected to have:

- the ability to analyse complex and wide-ranging questions, issues and information, with a structured approach to the problem solving process;
- the ability to orchestrate and implement clear, efficient and logical approach to work, to manage assignments, objectives and time;
- excellent interpersonal skills with the ability to interact and communicate at all levels within NAHEMA as well as with Nations and Industry;
- the ability and capacity to work under pressure;
- the ability to work in a multinational and in a 'team work' environment;
- a groomed appearance, tact and diplomacy.