Organisation for Joint Armament Co-operation Executive Administration

VACANCY NOTICE

Post	AF03 - TECHNICAL SECTION LEADER
Grade	A5
Division	MALE RPAS Programme Division
Section	Technical Section
Management of Staff	14
Location	Munich/Hallbergmoos, DE
Initial Contract Duration	3 years
Closing Date for Applications	03 April 2025
Start Date	01 September 2025
Interview Date	Week commencing on 05 May 2025

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, e.g., ATI against High Level Objectives defined by the PPSs.

The MALE RPAS Programme Division is based in Hallbergmoos (Munich area), Germany.

Over the last years, 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 with the System Preliminary Design Review (SPDR). 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 BAFO for the Stage 2 Contract received on 18 November 2020 confirmed the necessary conditions, prices and performances are set to launch soon the programme with an aim of Stage 2 Contract signature end 2021, beginning 2022. In 2021, OCCAR received a Grant from the European Commission (100 M€) to co-fund the programme and supported PPSs in their national staffing of the Stage 2 Contract. The Stage 2 Contract was signed on 24 February 2022. In 2023, the Preliminary Design Review progressed significantly and was completed in May 2024, immediately followed by the completion of the Requirement Maturation Review.

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 Section Leader is accountable and personally responsible to the OCCAR-EA European MALE RPAS Programme Manager for all technical, including airworthiness certification and information security accreditation, aspects of the European MALE RPAS Programme. The post holder shall support and advise the OCCAR-EA European MALE RPAS Programme Manager on all technical activities of the European MALE RPAS Programme. The incumbent shall ensure the OCCAR-EA European MALE RPAS Programme Manager is appraised at all times of significant events that affect achievement of all technical objectives of the European MALE RPAS Programme. They are responsible for tasks outlined below:

2.1 General Management

- Report to the Programme Manager on all technical activities and associated issues;

- Provide engineering/technical advice and support to both programme management and technical meetings;

- Coordinate all technical activities (including technical working groups and provision of related GFX) within the programme;

- Act as the technical focal point for dialogue between the Contractor, Nations and OCCAR-EA;

- Establish and lead technical reviews and any other technical meetings;

- Evaluate and report on the Contractor's performance against programme milestones and objectives in relation to the technical requirements;

- Ensure the implementation via the Certification and Qualification Organisation (CQO) of the certification and qualification processes for the European MALE RPAS Programme;

- Ensure the implementation via the Joint Accreditation Board (JAB) of the information security accreditation process for the European MALE RPAS Programme;

- Co-ordinate and monitor the configuration management of the technical products and documentation of the European MALE RPAS Programme.

2.2 Planning and Reporting

- Provide technical inputs for internal and external reports and plans in accordance with the OCCAR reporting system;

- Provide technical expertise to the PD-internal and external status reports and briefings;

- Prepare and update, in coordination with the Contractor, technical documents and plans;

- Implement appropriate and effective Risk Management activity for technical elements of the Programme;

- Liaise with OCCAR-EA Central Office on technical management activities as required.

2.3 Requirements Compliance Management

- Establish and maintain the European MALE RPAS requirements and their compliance status in a requirements database including certification and accreditation requirements;

- Collect and evaluate evidence of the Contractor's claimed compliance against the system requirements document as defined within the Contract;

- Provide recommendations to stakeholders of demonstrated and supportable evidence of compliance of technical Contract deliverables to enable adherence to the approved milestone payment plan;

- 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 management.

2.4 Coordination with independent bodies

- Provide technical advice as requested on the appropriateness of Contractor supplied evidence of compliance against certification and security objectives;

- Ensure adherence to the Certification Programme Plan and the Security Accreditation Process, and ensure that critical enablers are both recognised and available;

- Support the Certification and Qualification Organisation (CQO) and Joint Accreditation Board (JAB) and related panels in accordance with the respective terms of reference;

- Anticipate, tackle and advice the programme management with respect to the technical issues raised by the CQO and JAB;

- Generate reasonable compromise among stakeholders to protect both the operational value of the product and the programme schedule;

- Liaise with external ATI stakeholders (e.g., EASA, Eurocontrol, national Air Navigation Service Providers) with the support of the European Defence Agency to collect recommendations for the programme to ensure, at a first stage, initial operations of the European MALE RPAS.

2.5   Life Cycle Cost Estimation

- Support the LCC officer to develop estimates and provide updates for the systems definition, certification and qualification elements of the Life Cycle Cost Model.

2.6   Personnel Management

- Implement robust management processes for the technical team, including identification of key objectives and expectations in relation to deliverables;

- Mentor (including motivational requirements) and facilitate appropriate training for the members of the technical team, providing direction as necessary;

- Complete and submit timely staff appraisals for members of the technical team.

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 ability proven through results attained in performing jobs in this field for other national/international organisations;

CS 2   Excellent leadership, interpersonal and team working 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   Significant and proven experience in the technical management of complex large aeronautical programmes in an international environment, with a minimum of 5 years' experience at technical manager level;

ES 2		Proven experience in aeronautical engineering, system engineering and requirements management;
ES 3		Proven experience and strong background in technical, certification and qualification management, especially during the development phase of a defence programme;
ES 4		Thorough knowledge of the military airworthiness certification process, air traffic integration and information security accreditation process;
ES 5		Proven experience in managing contractors and in liaising with different defence structures and international organisations.

4.2   Desirable:

DS 1		Proven experience in RPAS development or technical support in operations;
DS 2		Experience and in-depth knowledge of all phases of programme management of military aeronautical systems;
DS 3		Sound knowledge and experience of risk management and through life management principles and their implementation;
DS 4		Good knowledge in operational use of military aircraft or RPAS;
DS 5		Experience in flight test preparation.

5. **Language Requirements**

- ADVANCED level[1] 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 master degree or equivalent qualification in the activities directly related to the described tasks is required.

7. **Security Clearance**

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

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

8. **<u>Applications and Points of Contact</u>**

For further information regarding this Post, please contact:

Baptiste LONGUET (MALE RPAS Programme Manager)

Email: baptiste.longuet@occar.int

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

Applicants who are **not** Ministry of Defence staff wishing to apply for this Post should email the completed application and supporting documentation to application@occar.int.

<u>OCCAR Privacy Statement:</u>

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.