Organisation for Joint Armament Co-operation
Executive Administration

VACANCY NOTICE

Post	A903 - TECHNICAL SECTION LEADER
Grade	A4
Division	ESSOR Programme Division
Section	Technical Section
Management of Staff	8
Location	Bonn, DE
Initial Contract Duration	3 years
Closing Date for Applications	30 June 2025
Start Date	01 September 2025 (subject to the signature of the respective ESSOR Programme Decision)
Interview Date	Week commencing on 21 July 2025

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 Technical Section Leader is reporting directly to the ESSOR Programme Manager (PM). In particular they will be responsible towards the ESSOR PM and/or in charge of:

Common

- Support the management of the ESSOR programme within the technical scope of work defined in the relevant Programme Decision(s);

- Provide expert advises for all the technical matters related to the Programme execution;

- Endeavour to achieve the technical objectives of programme;

- Manage the personnel in the Technical Section;

- Provide inputs, where required, to the planning and reporting activities of the ESSOR PD.

Specific

As a main task, support the ESSOR PM for:

- Harmonising the system and software development and testing activities for all the ESSOR products;

- Producing technical specifications for the ESSOR products;

- Managing the development of consistent verification, validation and testing policies for all the ESSOR products;

- Managing the common activities contributing to the approval/acceptance process of the common deliverables;

- Managing of critical non-common implementation variants, with the assistance of National Experts, supervising to the approval/acceptance process of the associated deliverables;

- Chairing the Technical Design Reviews of all ESSOR Products;

- Harmonising the transition of operational needs into design requirement suitable for future deployment;

- Managing the ESSOR Contract(s) risks reported by Industry and coordinating them with the ESSOR PD risk register;

- Supporting the custodianship of the ESSOR products;

- Collecting the feedback coming from the ESSOR products integration into national Combat System and identify technical actions if required.

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 Experience in supervising/directing technical teams;

    ES 2 Knowledge and experience Hardware (platform) and software (waveform) of communication system design and development;

    ES 3 Knowledge and experience in System engineering;

    ES 4 Knowledge and experience in Programme Management principles and practices;

    ES 5 Knowledge and experience in Contract negotiation and contract management.

4.2   Desirable:

    DS 1   Previous working experience within an international environment;

    DS 2   Ability to identify, assess and mitigate risks;

    DS 3   Management of armament programmes in international cooperation;

    DS 4   Knowledge and experience in Information Security;

    DS 5   Experience in system security of military communication.

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 university 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.

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Serge DEBONO (ESSOR Programme Manager)

Email: serge.debono@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.

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