



Organisation for Joint Armament Co-operation Executive Administration

VACANCY NOTICE

Post	A908 - SYSTEM SPECIALIST 1
Grade	A3*
Division	ESSOR Programme Division
Section	-
Management of Staff	0
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 System Specialist 1 shall contribute to achieve 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, as **System Specialist 1**, 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 also in conjunction to 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;
- Conduct and support the security assessment of the ESSOR product capabilities;
- Provide support to the Technical Section Leader (TSL);
- Manage of the HDRWF, NBWF, EMF and field test common activities contributing 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;

- 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 Hardware (platform) and software (waveform) of communication system design and development;
- ES 2** Knowledge and experience in System engineering;
- ES 3** Knowledge and experience in Programme Management principles and practices;
- ES 4** 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** Good understanding of data communications protocols and mobile ad hoc networking (MANET).

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 in the 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:

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>.

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