



Organisation for Joint Armament Co-operation Executive Administration

VACANCY NOTICE

Post	A675 – CAMM-ER COMMERCIAL & FINANCE OFFICER
Grade	A3*
Division	FSAF-PAAMS Programme Division
Section	Commercial & Finance Section
Management of Staff	0
Location	Rome area, Italy
Initial Contract Duration	3 years
Closing Date for Applications	04 July 2025
Start Date	01 October 2025
Interview Date	Week commencing on 28 July 2025

1. Background

The scope of the FSAF-PAAMS Programme is:

- The definition, development, production and in-service support of the Future Surface to Air systems Family (FSAF), based upon the following systems:
 - Surface-to-Air Anti-Missile system (SAAM);
 - Surface-to-Air Medium Range Land system (SAMP/T);
- The ammunition production and in service support of Principal Anti Air Missile System (PAAMS);
- The In-Service Support (ISS) of FSAF systems, PAAMS systems (EMPAR and common sub systems with SAMPSON version) and Long Range Radar (LRR), including ammunition and training & support equipment;
- The Capability Sustainment & Enhancement of ammunitions and associated systems.

Within the FSAF-PAAMS framework, the CAMM-ER Project will develop two systems for Italy: the GRIFO (Army) and MAADS (Air Force), with common munitions and launchers, while the FCUs are different, as they are based on different radar sensors. The Project will cover:

- Production of CAMM-ER missiles;
- Production of Command Posts and Ground Launchers;
- Minor development concerning Command Posts, re-loading and transportations means;
- Systems ILS and ISS;
- Procurement of relevant infrastructures for the maintenance.

Future evolutions of CAMM-ER system could lead to a potential integration with the SAMP/T NG system.

2. Duties and Responsibilities

The Commercial & Finance Officer will manage the contractual and financial aspects of the CAMM-ER Project and will formally report to the Commercial & Finance Section Leader (C&F SL). They will be daily operationally supervised by the CAMM-ER Section (CS) Leader, who is responsible to assure the coherence of their assignments with the CAMM-ER project objectives. The CAMM-ER Section Leader will manage this resource in close liaison and coordination with the C&F SL. The main areas of responsibilities are:

2.1 Contractual activities:

- prepare requests for offers/invitation to tender;
- participate in the evaluation of offers and tenders;
- prepare and negotiate the resulting contracts;
- participate in the monitoring of the execution of the contracts;
- deal with administrative, contractual, legal and industrial problems arising from the procurements concerned;
- drafting and establishing Procurement Strategies, Contract Routes, Contract Presentation Reports and related documents;
- support drafting of Programme Decisions in liaison with OCCAR-EA Central Office;
- support the C&F SL by providing oversight and taking responsibility for delegated assignments;
- maintain productive partnerships with Industries;
- identify Participating States' needs and match them to appropriate solutions;
- define timelines for delivery of products or services to Participating States;
- support the C&F SL and CAMM-ER SL in all discussions with Participating States about contractual matters.

2.2 Financial activities:

- provide oversight and take responsibility for delegated assignments;
- prepare the yearly Administrative and Operational Budgets' drafts;
- prepare financial plans, to ensure proper financial control of the Project;
- analyse the impact of financial requirements on the yearly budgets and multi-year forecast;
- analyse and consolidate the forecast of outturns of the Project;
- perform financial analysis, identification of potential risk areas, proposing mitigation actions and preparing reports as required;
- support the C&F SL and CAMM-ER SL in all discussion with Participating States about financial matters;
- support internal and external Audit activity involving the Project.

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** A minimum of five years of progressive experience in drafting contractual/ legal documents for major defence programmes, and managing complex contracts;
- ES 2** Excellent knowledge and experience of the financial budgeting and accounting of international or national Programmes, including the preparation of budgets, forecasts of outturn and cash flows;
- ES 3** Sound knowledge and practical experience of invoice processing and approval in an International or National Programme;

- ES 4** Solid experience of conducting complex contract and price negotiations;
- ES 5** Ability to synthesise complex information under pressure, make decisions and deliver clear advice to stakeholders.

4.2 Desirable:

- DS 1** Experience of drafting inter-governmental Agreement documents (MoUs, for example) and Reports for senior Managers;
- DS 2** Understanding mechanisms to improve contractor performance (incentivisation);
- DS 3** A keen awareness and knowledge of other defence structures and international organisations;
- DS 4** Experience in multinational Project Management;
- DS 5** Knowledge of the OCCAR Through Life Management concept.

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 first level University degree in Business Administration, Accounting, Economics or a directly related area.

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:

Francis CELESTE (Programme Manager)

Email: francis.celeste@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.

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

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>.