



Organisation for Joint Armament Co-operation Executive Administration

VACANCY NOTICE

Post	AF10 - TECHNICAL MANAGER MISSION SYSTEM AND ARMAMENT
Grade	A4
Division	MALE RPAS Programme Division
Section	Technical Section
Management of Staff	0
Location	Munich/Hallbergmoos, DE
Initial Contract Duration	3 years
Closing Date for Applications	21 August 2025
Start Date	01 November 2025
Interview Date	Week commencing on 15 September 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 Manager Mission System and Armament will report to the Technical Section Leader and will be responsible for the management of activities covering the:

- Mission System, including the operational mission management and the operational mission performance;
- Integration of payloads, including sensors, pods and external stores (e.g.: weapons).

These activities will be performed in close cooperation with Industry and the National Authorities of the Programme Participating States (PPSs). Furthermore, the Technical Manager Mission System and Armament will act as OCCAR representative in the Certification and Qualification Panels (Mission CQP and Armament CQP), supporting the Panel activities, mainly from contractual and technical point of view, and will be acting as Panel Coordinator if so decided by PPSs. These activities will be performed in close cooperation with Industry and with the National Authorities, including, but not limited to, the National Military Airworthiness Authorities (NMAAs).

In particular, they will:

- Manage all activities related to the system functional and physical Mission and Armament systems' architecture;
- Ensure the implementation of the mission requirements (e.g., ISTAR, armed ISTAR and homeland operations) to the system in terms of definition and end-to-end performances and ensure their qualification;
- Guarantee an appropriate involvement to ensure contract requirements' fulfilment, to allow efficient mission preparation, execution and assessment;
- Assess and evaluate programme documentations related to the Mission Management System in terms of architecture, interface and performances;
- Manage all activities related to the interface and integration of payloads including sensors, pods and external stores (e.g., weapons);

- Assess the payloads integration requirements, monitor their implementation and ensure their qualification;
- Manage actively all technical aspects related to the MALE RPAS development, production and in service activities, affecting the Mission System and Armament characteristics domain;
- Contribute to prepare and proceed for the qualification, and certification of Mission System and Armament requirements under Mission CQP and Armament CQP responsibility supporting the Certification and Qualification Manager;
- Ensure the Certification Basis compliance, as requested by EMAR-21, via a Certification Programme and its detailed Means of Compliance (MoC) demonstration, as part of the scope of the Mission System and Armament Certification and Qualification Panels (Mission CQP and Armament CQP);
- Ensure the development and implementation of "specific Certification Plans (CPs)", allocated to the Mission CQP and Armament CQP. Those would be, but not limited to, mission payloads and functions like:
 - Mission System integration,
 - Mission preparation,
 - Mission execution,
 - RADAR integration,
 - EO/IR sensor integration,
 - ES System integration;
- Act as focal point, during the Certification and Qualification Process, on Mission System and Armament topics related with technical positions resulting from the discussions inside the respective areas of responsibility included in the "certification and qualification perimeters" for the Mission CQP and Armament CQP. This certification and qualification perimeter would include (but will not be limited to):
 - Weapon integration and interface,
 - Store integration and interface,
 - Laser integration and interface,
 - Safety Interlocks,
 - Safe Separation;
- Support the Certification Qualification Organisation (CQO), as needed, for any Mission System and Armament CQ Panels issues, for Software and Complex Electronic Hardware (SWCEH) CQP Panels issues if requested by TSL, report technical positions and promote decisions and agreements;

- Evaluate and assess any proposed deviation from contractual certification standards affecting Mission System and Armament CQPs and advise the Certification and Qualification Manager (and the associated line of Management) of potential Programme impact;
- Liaise and coordinate, as appropriate, with the Structure, Avionics, SWCEH, Safety, Flight CQP or any other relevant CQO Technical Panel;
- Ensure efficient communication and coordination, within the PD and with Programme Stakeholders, (NMAA's, Contractor, etc.) in their respective area of responsibility;
- Assess and monitor appropriate and effective Risk Management actions performed by the contractor and related to MALE RPAS Flight characteristic domain, during development, production and initial support;
- Liaise and actively support the coordination, as appropriate, of all technical aspects of responsibility in any transversal area with the Technical Officer – Communications, Avionics or any other relevant CQ Technical Panel (e.g.: Safety);
- On request of the Technical Section Leader, performing other tasks and duties related to their responsibilities or in support of other technical management area or PD Section.

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** Wide knowledge and proven experience, in a multi-national environment and familiarity with defence structures, organisation and industries;
- ES 2** Experience in remotely piloted systems and in its flight operations, mission planning, preparation and support in international missions' operational theatres;
- ES 3** Proven experience in ISTAR systems and sound background in armed systems regarding the assessment of end-to-end performances;
- ES 4** Proven experience and strong background in aeronautical engineering or electronics engineering, harmonisation of technical requirements, focus on Mission System and Armament integration;
- ES 5** Experience in armament and/or sensors'/payloads integration Flight Test campaigns as well as in military A/C testing and evaluation.

4.2 Desirable:

- DS 1** Experience in external stores qualification and certification and/or sensors' integration test and evaluation campaigns, specifically for fixed-wing A/C types and/or rotary A/C types;
- DS 2** Previous experience with military aeronautical programmes especially with respect to the development, production and in-service support phases of modern Weapon Systems;
- DS 3** Experience in military aircraft qualification and certification (standards, procedures, continued and continuing airworthiness, etc.), external stores (e.g., weapons) integration qualification;
- DS 4** Knowledge of Technical Publications and documentation. Good working knowledge of a requirements management tool (e.g., DOORS) and risk management activities;
- DS 5** Good knowledge in operational use of military A/C and/or RPAS.

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/master degree in Aeronautical Engineering, Electronics engineering or equivalent qualification in the activities directly related to the described position 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:

Baptiste LONGUET (MALE RPAS Programme Manager)

Email: baptiste.longuet@occar.int

or

Vito CASAGRANDE (Technical Section Leader)

Email: vito.casagrande@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.