



Organisation for Joint Armament Co-operation Executive Administration

VACANCY NOTICE

Post	A674 - CAMM-ER SECTION LEADER
Grade	A4*
Division	FSAF-PAAMS Programme Division
Section	CAMM-ER Technical Section
Management of Staff	3
Location	Rome area, IT
Initial Contract Duration	3 years
Closing Date for Applications	20 October 2025
Start Date	01 January 2026
Interview Date	Week commencing on 17 November 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 CAMM-ER Section Leader is responsible to FSAF-PAAMS Programme Manager.

In particular, they will:

- Co-ordinate and monitor “through the contract” the relevant internal and external activities, in liaison with all other FSAF-PAAMS PD Section Leaders and SMs (PoCs) involved in CAMM-ER project;
- Ensure that a consistent approach is being used among the different panel specialists involved in managing the CAMM-ER project for optimum performance output;
- Establish and maintain the technical compliance matrix for the CAMM-ER project;
- Co-ordinate and monitor the collection of evidence of the technical compliance of the CAMM-ER equipment developed and produced as defined in the contract(s);
- Co-ordinate and monitor the acceptance for each contractual delivery in liaison with other PD Sections and SMs (PoCs) involved in CAMM-ER project;
- Co-ordinate and monitor the provision and the correct use by industry of Government Furnished Equipment (GFE), Facilities (GFF) and Services (GFS) as defined in the CAMM-ER contract(s);
- Validate all contractual and financial activities related to technical development and production within the CAMM-ER project;
- Lead on the preparation and negotiation of new CAMM-ER contracts (or amendments) for technical and financial aspects;
- Manage the update of technical and operational CAMM-ER requirements in liaison with the Participating Nation;
- Manage technical coherence of CAMM-ER development activities within the overall FSAF-PAAMS Programme Manager responsibility;
- Undertake CAMM-ER project related duties, including firing and trial-related activities at Industrial/Government Site or Facility;
- If necessary, the CAMM-ER SL will take on temporary additional tasks as required by the Programme Manager;
- Line manage all the personnel of the CAMM-ER Technical Section and provide strong leadership to build an effective and highly motivated team that delivers its objectives;

- Ensure assurance of the front line service for all the cross-cutting functions (Risks, Project Management, Reporting, Quality, Configuration and Security) and the coordination with FSAF-PAAMS PoCs, through their Section Leaders, if any. In order to perform these activities, they will ensure coordination of CAMM-ER SMs with their corresponding FSAF-PAAMS PD PoCs;
- Provide assurance and oversight of the daily operational management of the CAMM-ER Commercial/Finance Officer and the Management Assistant 3, in co-ordination with their FSAF-PAAMS line managers, assuring the coherence of their assignments with the CAMM-ER objectives;
- Participate in the selection process of CAMM-ER personnel.

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** Broad experience in multinational project management;
- ES 2** In-depth knowledge, at system level, of ground to air defence systems;
- ES 3** Broad experience in trials/testing of technically complex deliverables, including acceptance of ground to air weapon systems;
- ES 4** Previous experience of leading a technical-operational team;

- ES 5** Sound experience of Programme Management and Project delivery (qualification, acceptance, waiver, deviation, etc) of complex weapon systems.

4.2 Desirable:

- DS 1** Knowledge in complex system simulation tools;
- DS 2** Knowledge of quality and configuration management procedures;
- DS 3** Experience in international co-operation activities;
- DS 4** Experience of internal/ external quality audits;
- DS 5** Significant experience in delivering clear technical presentations to Senior Management at industrial and governmental levels.

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 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:

Francis CELESTE (FSAF-PAAMS Programme Manager)

Email: Francis.Celeste@occar.int

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

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.