



# Organisation for Joint Armament Co-operation Executive Administration

## VACANCY NOTICE

<b>Post</b>	A901 - PROGRAMME MANAGER
<b>Nationality</b>	Vacancy is only open to nationals of the following ESSOR Programme participating States: France, Finland, Germany, Italy and Spain.
<b>Grade, Step, Salary</b>	Grade A5, Step 1 We offer an excellent compensation package. Find out more on <a href="#">our remuneration webpage</a>
<b>Division</b>	ESSOR Programme Division
<b>Section</b>	-
<b>Management of Staff</b>	11
<b>Location</b>	Bonn, DE
<b><u>Initial</u> Contract Duration</b>	3 years
<b>Closing Date for Applications</b>	13 November 2025
<b>Start Date</b>	01 April 2026
<b>Interview Date</b>	Week commencing on 26/01/2026

### 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 ESSOR Programme Manager (PM) is responsible to the OCCAR-EA Director through the OCCAR-EA Head of Programmes.

Within the framework of the delegation, the Programme Manager has the accountability and responsibility to achieve the Programme's general and specific high-level objectives and management objectives as set through the OCCAR rules.

The ESSOR Programme Manager is reporting to the Head of Programmes and is responsible for the tasks outlined below:

- Manage all aspects of the ESSOR Programme, and direct the Programme Division according to the Programme Board Decisions and the OCCAR Rules and procedures;
- Manage the ESSOR Programme on a day-to-day basis. This includes technical management, configuration control, risks management, quality management, security management, information management and the relationship with the selected contractors;
- Make programme, financial, contractual and technical decisions, within the limits established by the OCCAR-EA Director, the BoS and Programme Board Decisions and in accordance with approvals given by the Programme Committee;
- Manage the Programme in a cost-effective manner, ensuring that the contracted performance is delivered and all high-level objectives are met;
- Line manage all ESSOR PD Personnel, manage their performance and provide strong leadership to build an effective and highly motivated team that delivers its objectives;
- Establish, develop and maintain team spirit, irrespective of nationalities, in particular by promoting open and honest internal communication within the team at all levels;

### **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 ability proven through results attained in performing jobs in this field for other national/international organisations;
- CS 2** Excellent leadership, interpersonal and team working 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** Proven track record in Project Management with a minimum of 5 years of employment at senior level – ideally within the defence sector;
- ES 2** Proven ability to actively manage and solve project issues across multiple disciplines and stakeholder groups;
- ES 3** Proven competence and experience in contracts and finance management including contract award and negotiations;
- ES 4** Experience in applying all programme management disciplines (e.g., Risk Management, planning and reporting, Life Cycle Cost, Configuration Management, etc.).

#### 4.2 Desirable:

- DS 1** Knowledge and experience in working with other international organisations, in particular NATO;
- DS 2** Previous experience in International Programme Management;
- DS 3** A keen awareness and knowledge of defence related National and European structures, Organisations and Industrial context with sound experience of working with both governmental official and industrial technical and operational experts;

**DS 4** Competencies, knowledge and previous experiences in operational requirements development.

**DS 5** Experience in the military communication systems field.

## **5. Language Requirements**

- ADVANCED level<sup>1</sup> 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**

As a minimum a Bachelor's Degree (or equivalent) in one of the following disciplines is required: Physics, Electronic Engineering, Communication Engineering, Computer Science.

Holding a recognised Programme Management and/or System Engineering Certification would be an asset.

## **7. Security Clearance**

Security clearance at OCCAR Secret level is required for this post - or needs to be obtained within the first 6 months of employment.

## **8. Applications and Points of Contact**

Applicants wishing to apply for this Post should email the completed application and supporting documentation to: [application@occar.int](mailto:application@occar.int)

For further information regarding this post please send your inquiry to the same email address.

### **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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<sup>1</sup> The language levels can be found on the OCCAR website, [www.occar.int](http://www.occar.int) Careers / Applying.