



Organisation for Joint Armament Co-operation Executive Administration

VACANCY NOTICE	
Post	A903 - TECHNICAL SECTION LEADER
Nationality	Vacancy is only open to nationals of the following ESSOR Programme participating States: France, Finland, Germany, Italy and Spain.
Grade, Step, Salary	A4, Step 1 We offer an excellent compensation package. Find out more on our remuneration webpage.
Division	ESSOR Programme Division
Section	Technical Section
Management of Staff	7
Location	Bonn, DE
Initial Contract Duration	3 years
Closing Date for Applications	29 January 2026
Start Date	01 July 2026
Interview Date	Week commencing on 23 March 2026

1. Background

The Organisation

OCCAR (Organisation Conjointe de Coopération en matière d'Armement / Organisation for Joint Armament Co-operation) is a multi-government defence agency that delivers through life management of complex, cooperative defence equipment programmes.

The organisation currently delivers 24 equipment programmes for its 6 Member States (UK, France, Italy, Spain, Belgium and Germany) and 13 other Participating States from across the globe. We are based in Bonn, Germany, with an additional 8 satellite sites across Europe.

The Programme

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 Technical Section Leader is reporting directly to the ESSOR Programme Manager (PM). In particular they will be responsible towards the ESSOR PM and/or in charge of:

Common

- Support the management of the ESSOR programme within the technical scope of work defined in the relevant Programme Decision(s);
- Provide expert advice for all technical matters related to the Programme;
- Endeavour to achieve the technical objectives of the Programme;
- Manage the personnel in the Technical Section;
- Provide inputs, where required, to the planning and reporting activities of the ESSOR PD.

Specific

As a main task, support the ESSOR PM with:

- Harmonising the system and software development and testing activities for all the ESSOR products;
- Producing technical specifications for the ESSOR products;
- Managing the development of consistent verification, validation and testing policies for all the ESSOR products;
- Managing the common activities contributing to the approval/acceptance process of the common deliverables;
- Managing of critical non-common implementation variants, with the assistance of National Experts, supervising to the approval/acceptance process of the associated deliverables;
- Chairing the Technical Design Reviews of all ESSOR Products;
- Harmonising the transition of operational needs into design requirement suitable for future deployment;
- Managing the ESSOR Contract(s) risks reported by Industry and coordinating them with the ESSOR PD risk register;
- Supporting the custodianship of the ESSOR products;
- Collecting the feedback coming from the ESSOR products integration into national Combat System and identify technical actions if required.

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, and a proven track record in in this field working 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** Experience in supervising/directing technical teams;
- ES 2** Knowledge and experience of hardware (platform) and software (waveform) communication system design and development;
- ES 3** Knowledge and experience in System engineering;
- ES 4** Knowledge and experience in Programme Management principles and practices within the Defence sector;
- ES 5** Knowledge and experience in contract negotiation and management.

4.2 Desirable:

- DS 1** Previous working experience within an international environment;
- DS 2** Management of armament programmes within an international environment;
- DS 3** Ability to identify, assess and mitigate risks;
- DS 4** Knowledge and experience in Information Security;
- DS 5** Experience in system security of military communication.

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 required.

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.

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

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

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>.