



VACANCY NOTICE	
Post	A677 – CAMM-ER OPERATIONAL CO-ORDINATOR (ARMY VARIANT)
Grade	A3*
Division	FSAF-PAAMS Programme Division
Section	CAMM-ER Section
Management of Staff	0
Location	Rome area, Italy
Initial Contract Duration	3 years
Closing Date for Applications	13 May 2026
Start Date	01 August 2026
Interview Date	Week commencing on 08 June 2026

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 In-Service Support (ISS) of Principal Anti-Air Missile System (PAAMS);
- The In-Service Support 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 Operational Co-ordinator (Army variant)” will report to the CAMM-ER Section Leader (SL). The post holder will be responsible for the Army variant of the CAMM-ER System, and they will:

- Ensure that the requirements, including the future approved changes, expressed by IT Army, are included in the technical-operational specification according to the applicable procedures;
- Supervise and define, in co-ordination with the SL and specific experts working group, the functional definition of system’s software, the external interfaces of the system and the man and machine interface;
- Contribute to the definition of project test and trials, participating in the system qualification and homologation, monitor the system integration activities and assume responsibility for ensuring the application of system safety rules;
- In co-ordination with the IT Army, define the required training information and training required by operators, participating in the definition of the principles to be applied to instruction and training;
- In co-ordination with the IT Army, define and prepare the plans for training of personnel for the operation, maintenance and repair of the CAMM-ER system, taking

into account the ILS studies on the above activities provided by industry;

- In co-ordination with the IT Army, contribute to the development of the concept of maintenance and associated in service support information according to end Users' needs;
- Control all technical operator documents of the system and subsystem, contributing to the development of the user's and training documents;
- Apply all enforceable procedures within the defined relations among the IT MoD bodies involved in the programme;
- Support the SL carrying out all necessary actions for ensuring the regular running of the programme;
- Ensure close and permanent liaison with the Italian Army;
- Monitor and update the CAMM-ER (Army) Project Plan;
- As a secondary assignment, assist the CAMM-ER SL in carrying out cross-cutting activities on Quality, Configuration and Programme Security functions. These assignments will require assuring the first line service in coordination with FSAF-PAAMS PD function PoC;
- When requested by the Programme Manager, take on temporary additional tasks.

For each of the areas indicated above, they will contribute to the work of the existing expert working groups, and working groups that may be created in accordance with existing programme procedure.

Within the duties described above, they will:

- Co-ordinate the activity of the EIE/SIP (Integrated Test Team) with industry, if any;
- Be responsible for co-ordination of the IT Army GFx to be provided to industry;
- Support the SL in terms of technical definition and integration of the system equipment (GFE) which will form part of the Army variant of the CAMM-ER;
- Propose, where possible and in co-ordination with the Air Force Operational Co-ordinator, solutions that maintain commonality between the two variants of the CAMM-ER.

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** In depth knowledge of anti-air defence systems requirements, including both operational and ILS/ISS needs;
- ES 2** Sound experience of technical definition of complex weapons systems, at a system level.
- ES 3** Sound experience of Programme Management and Project Delivery (qualification, acceptance, waiver, deviation, etc) of complex weapon systems;
- ES 4** In-depth experience of the Italian MoD organisation and internal processes;
- ES 5** Knowledge in applying Project Management disciplines in a true Through Life Management sense.

4.2 Desirable:

- DS 1** Good knowledge of Configuration and Quality Management's procedures and processes;
- DS 2** Sound experience of the use of system simulation during their development;
- DS 3** Good knowledge of Risk Management;
- DS 4** Previous experience acquired in operational missions and/or missile firings campaigns of complex weapon systems;
- DS 5** Direct experience in the IT/UK EMADS Programme would be considered advantageous.

5. Language Requirements

- ADVANCED level¹ of ENGLISH both oral and written.

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

- Additional knowledge of another OCCAR Member or Participating State's language will be considered as an asset.

6. Qualifications

A university degree or equivalent and extensive experience in the activities directly related to the prescribed 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>.

M_D A0582CC REG2026 0009271 09-02-2026