



<b>VACANCY NOTICE</b>	
<b>Post</b>	A679 – CAMM-ER TECHNICAL OFFICER
<b>Grade</b>	A3
<b>Division</b>	FSAF-PAAMS Programme Division
<b>Section</b>	CAMM-ER Section
<b>Management of Staff</b>	0
<b>Location</b>	Rome area, Italy
<b>Initial Contract Duration</b>	3 years
<b>Closing Date for Applications</b>	10 March 2026
<b>Start Date</b>	01 June 2026
<b>Interview Date</b>	Week commencing on 06 April 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 and 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 the followings:

- Production of CAMM-ER missiles, ground launchers and Command Posts;
- 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 Technical Officer will report to the CAMM-ER Section Leader. The post-holder will:

- Define, monitor and control all sub-system project activities, internal and external to the CAMM-ER Section, including the activities in which industry is involved respecting the established technical development, the timescale and costs, as well as activities relating to logistics, maintenance, installation, quality and modification of control requirements;
- Routinely manage and update risks assigned to him/her on the ARM risk database;
- Interact with all other Staff Members (SM) of the Section and the Programme Division (PD) according to the relevant activities of interest;
- Organise meetings with all relevant documents, as necessary, for all aspects regarding technical requirement and contractual performance specifications;
- Provide advice on any proposed modification of the system assessing that this modification is coherent/acceptable for the Armed Forces;
- Manage, coordinate and control at system level all the integration and possible additional development activities concerning the Government Furnished Equipment (GFE);
- Manage the trials, preparing and directing the necessary organisation for “sub-system and systems qualification processes” taking care, in co-operation with the other SMs

of the Section and the PD, of the relationship between CAMM-ER Section and national organisations regarding qualification activities;

- Coordinate and control all the new development at system level for the CAMM-ER for Army and Air Force version (supervision at FCU sub-system level, launcher and missile);
- Coordinate delivering and monitor the correct use by industry of Government Furnished items (GFx);
- Manage system-level production and acceptance activities, coordinate with subsystem leads, oversee production timelines and costs in line with work-sharing requirements, and propose corrective actions for cost overruns or work-sharing imbalances. Act as the point of contact in the CAMM-ER Section for the provision of all necessary actions for Safety, ECM, environment, frequency allocation, security and control of software, compatibility of employed protocols and procedures;
- Contribute to the preparation of the new contractual amendments;
- Contribute and technically support the activities for ILS and ISS matter;
- Apply all enforceable procedures within the defined relations among the bodies involved in the programme;
- Support the CAMM-ER Section Leader in all activities concerning the Section, carrying out all necessary actions for ensuring the regular running of the programme;
- Temporarily manage additional tasks at PD level, as requested by the Programme Manager.

Within the duties described above, with respect to the system under their responsibility they will personally:

- Ensure the co-ordination of the CAMM-ER activities with personnel responsible for the environmental operation of the systems, specifically with those responsible for the national command & co-ordination centres and for communication systems;
- Define the boundaries of the CAMM-ER system in terms of other systems and programme with which it interfaces, the deliverables and the schedule;
- Represent the CAMM-ER Section in the existing expert working groups or other to be created in line with the procedures in operation.

### **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 technical knowledge, at system and sub-system level, of complex Defence systems;
- ES 2** Broad knowledge in trials/ testing and acceptance of technically complex deliverables, including acceptance of Ground to Air weapon systems and sub-systems;
- ES 3** Good knowledge of Project Management disciplines, including Risk identification & mitigation activities, Planning and Reporting;
- ES 4** Good knowledge in the management of complex Defence system development plan, including simulation tests and firing campaigns;
- ES 5** Practical experience in supporting the commercial team in the preparation of contractual amendments concerning complex Defence systems, both from a technical and the assessment of financial impacts point of view.

**4.2 Desirable:**

- DS 1** Previous technical experience of Italian Ground to Air Missile systems and, in particular, the CAMM-ER currently under development by IT MoD;
- DS 2** Previous experience of working with or in other international organisations;
- DS 3** Knowledge in applying Programme Management disciplines in a true Through Life Management sense;
- DS 4** Knowledge of ILS/ISS principles, including Configuration and Obsolescence management's procedures;
- DS 5** Knowledge of the national and international standards for Quality Assurance.

## 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

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](mailto: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>.

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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.