



| <b>VACANCY NOTICE</b>                |   |
|--------------------------------------|---|
| <b>Post</b>                          | A905 - PROGRAMME CONTROL, COMMERCIAL AND FINANCE SECTION LEADER |
| <b>Grade</b>                         | A4  |
| <b>Division</b>                      | ESSOR Programme Division  |
| <b>Section</b>                       | Programme Control, Commercial and Finance Section               |
| <b>Management of Staff</b>           | 1-2   |
| <b>Location</b>                      | Bonn, DE  |
| <b>Initial Contract Duration</b>     | 3 years   |
| <b>Closing Date for Applications</b> | 08 April 2026   |
| <b>Start Date</b>                    | 01 July 2026  |
| <b>Interview Date</b>                | Week commencing on 04 May 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 Programme Control, Commercial and Finance Section Leader is responsible to the Programme Manager for all aspects of programme control (scheduling, quality, reporting, etc.), Contracts and Finance, and for all business planning and reporting aspects of the programme (Internal and External).

In particular, they will be responsible for:

- Supporting the Programme Manager (PM) in the management of the ESSOR Programme;
- Ensure the financial principles and rules of OCCAR Management Procedure (OMP 10 for Finance) are properly applied by the Programme and follow guidance and supervision provided by Head of Finance Division through the Finance Division, with the aim of ensuring an efficient and effective standardised financial management;
- Leading and supervising all the contractual and financial aspects with Industry and with Nations;

- Supervising and promoting the elaboration and maintenance of all the divisional instructions, plans and reports according to OMPs;
- Contributing to the elaboration of the Corporate procedures, guides, plans and reports as requested by OCCAR-EA;
- Liaising with Nations and Industry on all Commercial and Financial activities;
- Leading, in co-ordination with Programme Management and Support Division (PMSD), the negotiation of Terms & Conditions for new contracts, in accordance with the relevant OCCAR OMPs;
- Reporting on Key Performance Indicators;
- Establishing and maintaining the programme master schedule and roadmap;
- Supporting the standardisation of the ESSOR waveforms;
- Managing and supervising the staff assigned to the Section.

### **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** Experience in contract negotiation, finance and management;
- ES 2** Knowledge and experience in business planning and reporting;
- ES 3** Knowledge of methodologies and tools used in Programme Management;
- ES 4** Broad experience of working in an international environment;
- ES 5** Experience in supervising/directing teams.

##### **4.2 Desirable:**

- DS 1** Training in programme management such as, or equivalent to, PRINCE2 or PMP;
- DS 2** Knowledge of corporate ERP functions and structures such as but not limited to SAP/MS Dynamics;
- DS 3** Knowledge of the Intellectual Property Rights associated with Software development;
- DS 4** Knowledge of the international regulation concerning Export Control in the military field;
- DS 5** Experience in standardisation, especially at NATO level.

#### **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.

---

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

**6. Qualifications**

A university degree or equivalent qualification 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:

Raphael BROSSEAU (Acting ESSOR Programme Manager)

Email: [raphael.brosseau@occar.int](mailto:raphael.brosseau@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>.