



VACANCY NOTICE	
Post	A827 – HRZ MLU COMBAT SYSTEM OFFICER ASSISTANT 1 AND ILS & ISS OFFICER 3
Grade	A3*
Division	HORIZON Programme Division
Section	HRZ MLU Technical Section
Management of Staff	0
Location	La Spezia, Italy
Initial Contract Duration	3 years
Closing Date for Applications	27/05/2026
Start Date	01/09/2026
Interview Date	Week commencing on 29/06/2026

1. Background

The HORIZON (HRZ) Programme Division (PD) is in charge of the management of two different Programmes, namely the HRZ Mid-Life-Upgrade (MLU) and FREMM Programmes.

The scope of the HORIZON Programme is the development, production and initial in-service support of the HORIZON ships Class Mid-Life Upgrade. The FR-IT HORIZON Class is composed of the following 4 vessels:

- 2 French Vessels:
 - Forbin (FOC-FR);
 - Chevalier Paul (FOS-FR).
- 2 Italian Vessels:
 - Andrea Doria (FOC-IT);
 - Caio Duilio (FOS-IT).

Besides, with a dedicated section, the PD is responsible for the management of development, production and In-Service Support of the European Multi-Mission Frigate (FREMM).

The FREMM Programme is broken down into different ship versions:

- Anti Sous-Marine (ASM) / Frigate de Defense Aerienne (FREDA) versions for FRANCE;
- General Purpose (GP) / Anti-Submarine Warfare (ASW) /Anti-Submarine Warfare enhanced (ASW enhanced)/ Evolution (EVO) versions for ITALY.

During the 2026, the French participation to the FREMM Programme is expected to be completed but, on the other hand, it is expected the integration of a new Participating State into the Programme.

The HORIZON PD is located in the Paris area with one Satellite office in La Spezia (Italy). A new additional Satellite office will be created in Toulon (France) in 2026.

This post is based in La Spezia (Italy).

2. Duties and Responsibilities

The post holder will manage the Combat System (CS) activities in support of the Combat System Officer (CSO) and, starting from the delivery of the First Italian Ship (FOC-IT), they will support/coordinate logistic activities with the ILS and ISS Officer 1.

As far as Combat System activities are concerned, post holder will support the Combat System Officer (CSO) for managing the CS common activities and they will directly responsible for the Italian Variant CS activities. They will support the Programme Manager (PM) and the Deputy HRZ MLU Programme Manager (DPM), for managing HRZ MLU Programme.

The Combat System Officer Assistant 1 will report:

- for common CS activities to the CSO and, if needed, to PM and DPM;

- for Italian activities to the CSO (if Italian) and then to the PM or DPM (the one who is also Italian); in any case, they keep the CSO and the Combat System Officer Assistant 2 based in Paris informed about any topics that may impact the common activities.

The post-holder is responsible for the whole Combat System contractual activities in the following Design Areas and Systems:

- Anti-Submarine Warfare;
- Anti-Air Warfare;
- Anti-Surface Warfare;
- Communications;
- Combat Management System;
- Electronic Warfare;
- Internal Networking System;
- Navigation.

Furthermore, they will support the Combat System Officer for the management of the following transversal aspects and contractual activities:

- C/S Physical Integration (CSPI);
- C/S Functional integration (CSFI);
- Security;
- Software (SW);
- Electro Magnetic Engineering (EME) and TEMPEST regulation.

In the above areas the post holder shall:

- monitor the sub-system development progress;
- co-ordinate development phase for the Italian systems in order to assess the technical solution to ensure it has a reasonable expectation of meeting the User and System requirements within the allocated Performance, Time and Cost envelope;
- monitor the production progress;
- support the Q&A Officers (CSO and Q&A Officer based in Paris for common activities, Q&A Officer based in Toulon for French activities, Q&A Officer based in La Spezia for Italian activities) in managing the qualification and acceptance process for all common and national equipment, ensuring compliance with contractual requirements for newly developed items as well as NDI integrated into the programme or sourced from other programmes;

- attend all qualification and acceptance activities conducted on board the two IT ships, whether in harbour or at sea, ensuring full adherence to the procedures approved by the nation;
- monitor Industry activities “throughout the contract” (working groups, technical meetings, progress meetings, contractual reviews...);
- establish and maintain the technical compliance matrix for the programme;
- monitor and collect evidence of technical compliance with the technical specification as defined in the contract;
- ensure that the requirements and approved changes expressed by the Nation are incorporated in the specifications according to the applicable procedures;
- evaluate the Engineering Change Proposals and the waiver proposals related to C/S;
- assess the achievement of the contractual Technical Keys related to C/S;
- prepare technical briefings and presentations for Programme Committee meetings or other formal meetings;
- co-ordinate and monitor the acceptance for all contractual deliveries, for Italian systems, in liaison with other HRZ MLU staff members and technical experts from their Nation;
- take part in the preparation and negotiation of any new contract/amendment for all technical matters in their areas of responsibility;
- coordinate and oversee C/S integration on board;
- coordinate the relationship between HRZ PD and other structures from PS and Industry, responsible for Quality Assurance process;
- contribute to all activities resulting from the application of Quality Assurance as defined by relevant contractual plans and, where necessary, participate to the quality audits;
- coordinate with Nation/Industry all the matters concerning C/S;
- support the Risk Officer in the management of risks related to C/S;
- manage visit requests on board proposed by Nation and/or Industry, according to the relevant procedures.

As far as ILS and ISS activities are concerned (starting from the delivery of FOC-IT), for common ILS and ISS activities, they shall be jointly responsible with the HRZ ILS and ISS Officer 1 based in La Spezia (IT) and HRZ ILS Officer 2 based in Paris/Toulon (FR) and therefore close coordination will be required between them.

For the Italian ILS and ISS activities the post holder shall be jointly responsible with the HRZ ILS and ISS Officer 1 based in La Spezia IT; in any case, they keep HRZ ILS Officer 2 informed about any topics that may impact the common ILS and ISS activities.

The ILS and ISS Officer 2 will report:

- for common activities to PM and DPM;
- for Italian activities to the Programme Manager (PM) or DPM (the one who is Italian).

For what concerns ILS & ISS activities, the post holder shall:

- monitor the contractual Industry activities in close connection with national experts (Working Groups, Technical meetings, Progress meetings, Contractual reviews...);
- co-ordinate and monitor the acceptance for all ILS contractual deliveries, such as technical manual documentations, Logistic Database, Training, Spare-parts and in general all logistic documentations, in liaison with other sections and national technical experts;
- provide all ILS and ISS inputs to Industry in the framework of the “customer involvement activities” during the development and production phase, as well as in /frame of amendment activities, and for the preparation of the common support policy;
- monitor and collect evidence of technical/logistic compliance with the technical/logistic specification as defined in the contract;
- take part, together with HRZ ILS and ISS Officer 1 (for national aspects) and HRZ ILS Officer 2 (for the common ones) to the preparation and negotiation of any new contract or contract amendment for technical, logistic and financial aspects;
- manage the up-date of technical, In-Service Support and operational requirements, in liaison with the participating nations;
- interact with all other PD and Central Office (CO) staff members in order to take into account the ILS requirements as a transversal activity and harmonise logistic activities with the relevant technical activities pertaining to each ship of the Horizon class;
- co-ordinate and monitor all the obsolescence activities, in particular the information and contractual deliveries provided by industry in this area;
- verify, together with the other staff members responsible for relevant subsystems, the R&M aspects (reliability and maintainability) other than the safety and logistic aspects during the development of the new and upgraded subsystems to be embarked onboard;
- support Life Cycle Cost (LCC) process (as far as possible in conjunction with Central Office); in particular, together with HRZ ILS and ISS Officer 1 and HRZ ILS Officer 2, plan through the CEMP (Cost Estimation Management Plan), record of assumption

and data through the CEAD (Cost Estimation Assumption & Data) for each CES (Cost Estimation Study), model and report through CER (Cost Estimation Report);

- validate spares, repair parts, consumables and other elements of logistic support (STTE, training equipment etc...) pertaining to supply contracts, in coordination with the other HRZ Sub-sections and Nations;
- organise meetings and prepare all relevant documents, as necessary, for all ILS & ISS technical requirements and contractual performance specifications;
- monitor and control info-logistics performance during In-Service Support phase in coordination with Nations;
- define and pursue the approval of an appropriate policy on common maintenance system which satisfy participating Nations' requirements;
- verify the conditions for payments related to ILS & ISS lots of the contract;
- be responsible for the coordination of Nation/Industry for what concerns their field of work;
- approve, in coordination with the relevant Participating State, training plans proposed by industry for personnel involved in operational, maintenance and repairing activities of the Horizon ships;
- If necessary, they take temporary additional task:
 - for common activities as required by the PM and the DPM;
 - for Italian activities by the PM or DPM (the one who is Italian).

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** Former experience as Technical Engineer Combat System Officer on board of naval vessel, and a former significant experience in the area of ship's design or shipbuilding and ship maintenance (in the Combat System domain);
- ES 2** Technical experience and knowledge of all what is listed in the area of their duties and responsibilities regarding ILS/ISS in the following domains:
- Maintenance Management;
 - Obsolescence Management;
 - Life Cycle Cost.
- ES 3** Competencies and deep knowledge of all what is listed in the area of their duties and responsibilities, with specific focus on naval defence procurement and contract management;
- ES 4** Broad experience in trials/testing, acceptance and qualification procedures of complex C/S naval systems;
- ES 5** Proven experience in C/S technical management including working with the customer governmental official technical and/or operational experts.

4.2 Desirable:

- DS 1** Previous experience in International Programmes and co-operation activities;
- DS 2** Deep knowledge of Risk Management principles and procedure;
- DS 3** Good knowledge of the national and international standards for Quality Assurance and Quality Management procedures;
- DS 4** Knowledge in applying programme management disciplines in a through Life Management approach;
- DS 5** Knowledge of info-logistics tools (SIGAM, SIC, OPUS 10, CATLOC etc.).

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 in Electronic or Telecommunication Engineering².
- Due to the nature of this role, it is absolutely essential you have the “ability to embark” in order to participate in trials at sea, with demonstrable prior experience of having operated in this capacity. You must have no known reasons that you would not be able to achieve this when applying for the post.

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:

Lorenzo Raciti (HORIZON Programme Manager)

Email: lorenzo.raciti@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>.

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

² It is a University degree of five or six year second cycle (master's) degree (300 or 360 ECTS)