



VACANCY NOTICE	
Post	A682 – GROUND FCU OFFICER 2
Grade	A3
Division	FSAF-PAAMS Programme Division
Section	Technical Section
Management of Staff	0
Location	Paris area, France
Initial Contract Duration	3 years
Closing Date for Applications	10 June 2026
Start Date	01 September 2026
Interview Date	Week commencing on 29 June 2026

1. Background

The FSAF-PAAMS Programme Division is based in Paris, France. It is composed of more than 30 Staff Members from Italy, France and the UK. Due to the increase of Nations requirements, the Programme is expanding with an additional 10 new posts being recruited in 2026.

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 of Principal Anti Air Missile System (PAAMS);
- The In-Service Support (ISS) of FSAF systems, PAAMS (Common & Empar) systems and Long-Range Radar (LRR), including ammunition and training & logistic support equipment;
- The Capability Sustainment & Enhancement of ammunitions and associated systems.

The management of the FSAF-PAAMS Programme is aimed at optimising the use of as many common elements as possible. It also gives consideration to the potential to extend the capabilities of the systems.

2. Duties and Responsibilities

Within the Technical Section, the “SAMP/T GROUND FCU” Officer will report to the Technical Section Leader and Programme Manager. He / she is responsible for the FCU (including MFR, C&C and IFF sensors) of the SAMP/T system and contribute to the development and production of the FCU of SAMP/T NG variants in coordination with the SAMP/T coordinators Officers.

With the other Ground FCU Officer and the SAMP/T Coordinators, he will have to guarantee a maximum of commonalities between the two national SAMP/T NG variants in particularly at ME level, to ensure a long-term value for money for the two nations.

In particular they will:

- Support the Technical Section Leader for the definition, monitoring and control of all sub-system programme activities, internal and external to the PD including all activities concerning where industry, national experts and governmental bodies are involved, for respecting the established technical and operational requirements, the time scale and costs, as well as the requirements relating to logistics, maintenance, installation, quality and configuration control;
- Interact with all other Sections and co-ordinators of the PD, as the duties of the post necessitate;
- Liaise with the other Ground FCU Officer and the SAMP/T plus SAMP/T NG coordinators, to assist the technical and In-Service-Support (ISS) sections in guaranteeing the sustainability of the legacy SAMP/T systems;
- Contribute to the preparation of new contracts;

- Contribute to the preparation of meetings and all relevant documents, as required, for all questions regarding the respect of technical requirement and contractual performance specifications;
- Provide advice on technical events relating to the sub-systems, including during engineering reviews and progress report meetings;
- Provide advice on proposed modification of the sub-systems verifying, with the Programme Management Section, the configuration of sub-systems prior to each firing campaign or major event;
- Monitor the trials, contributing to the preparation and direction of the organisation for “sub-system qualification processes” taking care, in co-operation with other PD sections of the relationship between FSAF-PAAMS PD and national organisations concerning qualification activities;
- Provide advice for the approval of deliverables and equipment;
- Contribute to the management of the production upgrade process and control, with personnel who are responsible for other subsystems, the organisation of the production cycle and costs in line with the national requirements and proposing correctives measures necessary;
- Contribute to Expert Working Groups, as directed by the Programme Manager and to the preparation of Programme technical reports;
- Apply all enforceable procedures within the defined relations among other bodies involved in the programme;
- Support the Technical Section Leader in activities concerning the Section, carrying out all necessary actions for ensuring the regular running of the programme;
- Undertake FSAF PAAMS programme related duties including firing and trial-related activities on-board or at an Industrial/Government Site or Facility;
- If necessary, take on additional tasks as required by the Programme Manager.

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** Sound knowledge and experience of Defence Weapon Systems with fire control unit (particularly Command & Control (C2) and multifunction Radar systems);
- ES 2** Experience in technical management (solving issues, contracts, relations with industry);
- ES 3** Broad experience in trials/testing, qualification and acceptance of technically complex defence systems;
- ES 4** Knowledge in Software development and configuration management, and familiarity with system simulation performance,
- ES 5** Knowledge of the SAMP/T systems;

4.2 Desirable:

- DS 1** Knowledge of configuration, quality and risk management's procedures particularly in production phase;
- DS 2** Experience in management and coordination of National experts in multiple technical domains for complex Armament programmes;
- DS 3** Previous experience of working with or in other Defence international organisations;
- DS 4** Knowledge of scheduling and deconflicting activities implementation, plus management of interdependencies;
- DS 5** Knowledge of Government Furnished Assets (GFX) management.

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.

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

6. Qualifications

A university degree or equivalent education with several years of experience in the activities directly related to the tasks prescribed, are 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>.