



VACANCY NOTICE	
Post	AK03 – COMBAT SYSTEM OFFICER 1
Grade	A4
Division	MMPC Programme Division
Section	Combat System Section
Management of Staff	0
Location	Paris area, France May be subject to relocation to Cadiz, Spain, in shipyard area, beginning in 2028.
Initial Contract Duration	3 years
Closing Date for Applications	29 July 2026
Start Date	01 November 2026
Interview Date	Week commencing on 31 August 2026

IMPORTANT INFORMATION

- 1) The start date of 01 November 2026 is provisional pending the formal Programme Decision. Any impact to the proposed timescales will be communicated to the candidates selected for interview.
- 2) Dependent upon future developments in the Programme, this post may be subject to relocation to Cadiz shipyard area, Spain, from 2028. Upon relocation terms and conditions of service will be impacted, as staff members will transfer from French salary scales to Spanish salary scales.

1. Background

The Modular and Multirole Patrol Corvette (MMPC) is a multi-nations (France, Greece, Italy, and Spain) Programme aiming to procure a new Class of military ship, in order to accomplish, with a modular and flexible approach, a large variety of tasks and missions.

The ship has been foreseen as a multipurpose "Second rank vessel" based on a mono-hull concept, which will have the capacity to support and accommodate different weapon systems and the various payload compatible with a variety of assigned missions.

The version selected by the Nations is the Full Combat Multipurpose (FCM), equipped with a variety of systems.

The operational capacities of the ship will be enhanced through the development of innovative technological bricks.

This Programme has started with a first stage (Preparation and Definition phases) related to Concept, Feasibility and initial Design.

Stage 2 negotiations are currently ongoing and covers the Development and Production phases:

- Common Core Ship's Platform Design for all PSs and National variants Ship's Platform Design for IT, FR and ES;
- Platform Prototyping Activities;
- Combat System (C/S) design activities up to Whole Warship's (WW) Critical Design Review (CDR) for the IT and ES Variants.

The MMPC Programme Division is located in the Paris area, with the possibility to move a part of it to shipyard premises in Spain.

2. Duties and Responsibilities

The Combat System Officer 1 will report to the Programme Manager (PM).

The post holder will be responsible to:

- Monitor the progress of the Development and Production phases of the common and Spanish C/S activities;
- Manage the up-date of technical and operational common and Spanish C/S requirements, liaising with the participating nations;
- Monitor the Industry activities "throughout the contract" (Working Groups, Technical meetings, Progress meetings, Contractual reviews, etc.);
- Monitor the qualification/acceptance of common and Spanish C/S systems;
- Establish and maintain the technical compliance matrix for the programme;

- Monitor and collect evidence of technical compliance with the technical specification/SoW as defined in the contract;
- Take part in the preparation and negotiation of new contracts and/or amendments (development and production) for technical and financial aspects;
- Plan and lead technical meetings with the national experts for common and Spanish activities including design, production, qualification, integrated logistic support and in service support;
- Give technical briefings and presentations during PC meetings or other formal meetings;
- Oversee for the common and Spanish version, the following domains:
 - Anti-submarine warfare;
 - Anti-air warfare;
 - Anti-surface warfare;
 - Communications;
 - Combat Management System;
 - Electronic Warfare;
 - Internal Networking System;
 - Navigation;
 - The following design transversal aspects and contractual activities:
 - C/S Physical Integration (CSPI);
 - C/S Functional integration;
 - Security;
 - Electro Magnetic Engineering (EME) and TEMPEST regulation.
- Co-ordinate the actions of common and Spanish C/S integration;
- Participate, consistently with the other sections, to the transversal activities for the part dealing with common and Spanish C/S;
- Monitor transversal activities where common and Spanish C/S provides the main contribution;
- Support the Risk Officer in the management of the mitigation plans to take the risks related to the common and Spanish C/S activities.

If necessary, they will take on temporary additional tasks for activities, 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** 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** Technical competencies and deep knowledge of all that is listed in the area of their responsibility;
- ES 2** Wide knowledge and experience in Naval Programme contract management, including relations with industry, GFX, etc., with a minimum of 3 years' experience at senior executive level;
- ES 3** Experience in System Engineering in the C/S domain and working with governmental official technical and/or operational experts as customers;
- ES 4** Experience in design, integration, and validation of complex C/S, including sensors, weapons, and command & control components. This includes knowledge of system architecture, interface management, and performance analysis;

ES 5 Previous working experience in the ES Navy General Staff or ES Naval Armament Directorate (including Territorial Technical Offices) or ES Navy Logistic Command (including dependent Commands/Directorates) or equivalent ES Navy Central Offices.

4.2 Desirable:

DS 1 Experience in electronic warfare, countermeasures, and cybersecurity protocols relevant to naval C/S;

DS 2 A comprehensive working knowledge of Configuration Management Processes and Spanish policies and practices, with specific focus on the management of technical requirements and their configuration control;

DS 3 Experience in international programmes, co-operation activities and intercultural relationships;

DS 4 Knowledge of the OCCAR Through Life Management concept.

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 or equivalent educational level qualification in the activity directly related to the prescribed duties and responsibilities with several years of experience in the activities directly related to the tasks prescribed 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:

Andrea MILLERANI TRAPANI (MMPC Programme Manager)

Email: andrea.millerani@occar.int

Applications for this Vacancy Notice should be submitted through the appropriate National Administrations.

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 years second cycle (master's) degree (300 or 360 ECTS)

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>.