



VACANCY NOTICE	
Post	A685 – NAVAL MUNITION OFFICER
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	12 August 2026
Start Date	01 November 2026
Interview Date	Week commencing on 07 September 2026

1. Background

The scope of the FSAF-PAAMS Programme is:

- The Definition, Development, Production and In-Service Support (ISS) of the Future Surface to Air systems Family (FSAF), concerning the following systems:

- Surface-to-Air Anti-Missile Systems for France (SAAM-FR) and Italy (SAAM-IT);
- Surface-to-Air Medium Range Land system (SAMP/T) for France and Italy;
- The ammunition production and ISS of the Principal Anti Air Missile Systems (PAAMS);
- The ISS of the FSAF-PAAMS systems, PAAMS systems (EMPAR and common sub-systems with the SAMPSON version) and Long-Range Radar (LRR), including ammunition and training and support equipment;
- The capability Sustainment & Enhancement of ammunitions and associated naval systems for France, Italy and the UK.

The management of the FSAF-PAAMS Programme is aimed at optimising the use of as many common elements as possible and considers the potential to extend the capabilities of the systems in cooperation.

The 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, it is planned to be expanded.

2. Duties and Responsibilities

The Naval Munition Officer will report to the Technical Section Leader and the Programme Manager. He will daily work under the responsibility of the ammunition and launcher sub-section leader and will work closely with the other Munition Officers, the Naval System Coordinator and the Naval Support System Officers.

They will contribute to tasks related to the Munition Mid-Life-Update (MLU) Aster, the development of new naval Aster versions and the production of new munitions and their integration in Naval Systems.

The post holder will:

- Support the Ammunition & Launchers Sub-Section Leader, Naval System Coordinator and Technical Section Leaders for the definition, monitoring and control of the technical activities related to the munition as defined above. They will be responsible of the daily management of some internal and external objectives of those programmes and will be required to manage efficiently the industry, national experts and governmental bodies' stakeholders.
- Contribute to the establishment of technical and operational requirements, the time scale and costs, as well as the logistics, delivery, quality and configuration control requirements;
- Verify the performance achieved against the contractual requirements and the simulation of impacts;
- Contribute to the preparation of contractual changes;

- Preparation of meetings and all relevant documents, as required, for all aspects regarding technical requirement and contractual performance specifications;
- Provide advice on technical events relating to the programme activities under his responsibility;
- Provide advice on proposed technical modifications with other relevant experts and officers to the Programme Management;
- Monitor the trials, contributing to the preparation and direction of the organisation for “qualification processes”, in cooperation with other PD sections and involved national organisations concerning qualification activities;
- Review and advise for the approval of deliverables and equipment;
- Contribute to the management of Obsolescence, ageing activities and trials for pyrotechnical life extension;
- Manage safety aspects, technical facts and configuring control concerning munitions in coordination with the other Officers involved in the Naval domain;
- Contribute to the management of the production process and control methods, management of the production cycle, whilst managing the National requirements and proposing corrective measures necessary;
- Manage the Expert Working Groups, as directed by line management and the preparation plus review of related technical data packs;
- When necessary, take temporary 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 on missile systems for Naval Air-Defence;
- ES 2** Thorough technical experience/knowledge of the pyrotechnic munition chain, re-life of munition propellants and electronic components and their critical conditions for use, storage, transport and handling;
- ES 3** Broad knowledge of Programme Management processes for development, production and support phases (Risk, Quality and Configuration Management, Project Planning, Reporting);
- ES 4** Knowledge of Configuration and Quality management's procedures, ensuring compliance with interoperability, safety, and performance requirements;
- ES 5** Knowledge of naval capability insertions methodology, including integration and upgrade of combat systems, sensors, and communications.

4.2 Desirable:

- DS 1** Previous experience of technical munition activities (simulations, ECPs and Technical Facts management, etc.);
- DS 2** Previous experience on operational-logistic stockpile management (maintenance, storage, transportation, etc.);
- DS 3** Previous experience of working with or in other Defence international organisations;
- DS 4** Sound knowledge in the missile simulation process and tools;
- DS 5** Experience supporting systems' engineering and certification activities in a maritime defence context.

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 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

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>.