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Deputy Department Head, Engineering (Senior Technical Manager)-180437

Primary Location Italy-La Spezia

NATO Body Centre for Maritime Research and Experimentation (CMRE)

Schedule Full-time

Salary (Pay Basis) : 7,503.35Euro (EUR) Monthly

Grade A.4

Description:

1 POST CONTEXT

The Centre for Maritime Research and Experimentation (CMRE) is an executive body of the Science and Technology Organization (STO) and is governed by the provisions of the STO Charter. Within the framework of the STO in-house delivery business model, the CMRE organizes and conducts scientific research and technology development, centred on the maritime domain, delivering innovative and field-tested S&T solutions to address defence and security needs of the Alliance.

The Engineering Department is essential to delivering the Centre's Programme of Work in a matrixed environment with two other organizational elements: the Information Laboratories and the Research Department.

The Engineering Department addresses the engineering and technological requirements of the Centre's research activity, by designing, developing, constructing, testing and maintaining, repairing and calibrating electronic, oceanographic, mechanical, or acoustical assemblies, especially prototypes, or combinations of such units as required. A primary activity in recent years is the design, development, integration, test, and maintenance of a variety of unmanned underwater or surface vehicles.

1.1 MAIN ACCOUNTABILITIES

The incumbent will perform duties such as the following:

- Applying engineering skills and experience to the conception, design, development, and construction of modern/cutting-edge acoustic, electronic, and unmanned/autonomous systems as required by the Centre, followed by supervision of their specification, procurement, and operation.
- Ensuring that schedules for planned inspection, maintenance test and calibration of each item of equipment for which the Department is responsible, are drawn up and implemented.
- Planning, conducting, and evaluating technical projects and experimentation in related fields as required in the Centre's scientific domain.
- Supervising and guiding the technical teams within the Engineering Department and directing the professional development of the team members.
- Developing a strategic technological roadmap in the field of acoustic systems, oceanographic systems and unmanned systems.

The incumbent maybe required to perform other related duties.

2 QUALIFICATION AND EXPERIENCE

2.1 ESSENTIAL

We are looking for a candidate with an MSc degree in engineering, science, information technology or related field and 8 years post-related experience; or a Bachelor (BSc)/BA degree in a related discipline with 10 years post-related experience. Exceptionally, the lack of a degree may be compensated by a completed advanced vocational training leading to a professional qualification or professional accreditation and at least 10 years post-related experience.

Essential qualifications include:

- Relevant experience in an ocean engineering support activity in an underwater research environment or closely related field including engineering management experience.
- Relevant experience in conducting technical experiments at sea and broad knowledge of underwater research.
- Relevant experience in several of the specific fields (autonomous vehicles, real-time/embedded systems, data acquisition systems and signal processing algorithms (i.e., beamforming) applied to underwater acoustics and oceanographic systems, use of modern programming languages).
- Experience in technically supervising and guiding an ocean engineering team.
- Experience in writing technical reports and papers.
- Experience in writing technical proposals.
- Experience in technical work budget planning (to include personnel, hardware, and software requirements) and monitoring execution.
- English SLP 3333 (Listening, Speaking, Reading and Writing)

3 DESIRABLE QUALIFICATIONS

- Experience in developing strategic technology roadmaps
- Experience in leading technical customer funded work and proposal negotiation
- Experience in project management (PRINCE 2 or similar)
- Experience in performing technology watch
- Experience in the oversight of safety procedures
- Experience with Systems Engineering process

- Experience in training, guiding, and mentoring technical staff
- Experience with the ISO 9000 or similar Quality Management System
- Experience in an international or multi-national organization.

4 COMPETENCIES

Competencies required:

The incumbent must be highly articulate and persuasive - possessing tact and diplomacy. He/she should be able to deal with a wide range of problems and be capable of analytical, as well as, original thought, must possess keen perception and apply sound judgement, and be capable of working in a demanding environment by quickly reacting to problems/issues as they arise. He/she is expected to be clear, concise, and convincing in written and oral presentations, and flexible in response to changing requirements. He/she must also have:

- Proven ability to work successfully with military staff.
- Demonstrated leadership and management capabilities.
- Personal qualities of tact, judgement, and adaptability.
- Ability to tactfully and effectively interface with senior management personnel, peers, and subordinates.
- Good political awareness and motivational and listening skills.
- A sense of diplomacy and propriety in order to work harmoniously with colleagues and other staff, both civilian and military, as well as with staff from private scientific/industrial organizations.
- Sound communication skills as well as quick reactions to problems are expected.
- Ability to lead a number of Project Teams comprising Centre staff and external contractors.

5 INTERRELATIONSHIPS

The post reports to the Head of Engineering Department and will direct the work of managers and team members within the department. He/she will supervise daily work priorities and is responsible for direction, planning, coordination and review of the work of others. Some degree of external coordination is required with both internal matrixed departments and external entities.

6 WORK ENVIRONMENT

- The incumbent may be required to perform his or her duties onboard Centre vessels and may be called upon to perform like duties elsewhere in the organization.
- Flexibility Clause: In order for the organization to deal with emergent requirements, the incumbent may be required to perform other related duties as directed (in particular, the incumbent can expect to work as a member of Working Groups, Project Teams, etc. for defined periods of time).
- Annual TDY Requirement: The incumbent may be called upon to go on temporary duty (TDY) both within and outside NATO's boundaries.
- The nature of this position may require the staff member at times to be called upon to travel for work and/or to work outside normal office hours.
- The work will be performed in an office, laboratory or workshop environment, or onboard Centre ships, both in port and at sea. Slightly undesirable working conditions may apply at times. The risk of injury is categorized as: Moderate Risk

7 WHAT DO WE OFFER

- A world-class research facility located in the sea port of La Spezia, Italy supported by two specialised research

vessels.

- An exciting place in which to work situated at an ideal location, the port of La Spezia, Italy, enabling synergy with regional and global academic institutes and industry.
- Salary and conditions of employment will be in accordance with the NATO Civilian Personnel Regulations (NCPR), which includes a rewarding salary and a comprehensive system of allowances, supplements and insurances to support families and, in case of expatriated staff, an expatriate package.
- Generous annual leave and (where eligible) home leave.
- The successful candidate will be offered a three years' definite duration contract, which may be renewed for subsequent periods subject to business needs, satisfactory performance, and the need to rotate skills and talent within the organization.
- Applicants who are not successful in this competition may be offered an appointment to another post of a similar nature, albeit at the same or a lower grade, provided they meet the necessary requirements.

8 RECRUITMENT PROCESS

- Please note that we can only accept applications from nationals of NATO member countries.
- Applications (including an electronic version of the CV, the most relevant publications, and the diplomas – stating the highest level of education) for this vacancy are to be submitted using NATO's E-recruitment system, Taleo.
 - Appointment will be subject to receipt of a security clearance (provided by the National Authorities of the selected candidate) and approval of the candidate's medical file by the CMRE Medical Adviser.

9 ADDITIONAL INFORMATION:

- CMRE values diverse backgrounds and perspectives and is committed to recruiting and retaining a diverse and talented workforce. We welcome applications of nationals from all Member States and strongly encourage women to apply.
- Selected candidates are expected to be role models of integrity, and to promote good governance through ongoing efforts in their work.

For any queries, please contact CMRE Recruitment Team at: recruitment@cmre.nato.int

To learn more about the CMRE and our work, please visit our website: www.cmre.nato.int

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