



SCIENCE & TECHNOLOGY ORGANIZATION
CENTRE FOR MARITIME RESEARCH AND EXPERIMENTATION

ORGANISATION POUR LA SCIENCE ET LA TECHNOLOGIE
CENTRE DE RECHERCHE ET D'EXPÉRIMENTATION MARITIME

VACANCY NOTICE

Budget Analyst (261230)

Primary Location: Italy-La Spezia

NATO Body: Centre for Maritime Research and Experimentation (CMRE)

Schedule: Full-time

Application Deadline: 20 August 2026

Salary (Pay Basis): 5,879.80 EUR (Monthly)

Grade NATO SSS Grade G15 (ABCL A2)

Clearance Level NS

Appointment will be subject to receipt of a NATO SECRET security clearance (provided by the national Authorities of the selected candidate) and approval of the candidate's medical file by the CMRE Medical Adviser.

We are seeking a qualified Budget Analyst to develop and prepare budgets and financial forecasts, conduct resource analysis, and produce accurate financial reports to support effective financial planning and decision-making.

1. POST CONTEXT

This is a position within the Centre for Maritime Research and Experimentation (CMRE), an organization of the North Atlantic Treaty Organization (NATO).

CMRE is an established, world-class scientific research and experimentation facility that organizes and conducts scientific research and technology development, centred on the maritime domain, delivering innovative and field tested Science & Technology (S&T) solutions to address defence and security needs of the Alliance.

As per the STO Charter, CMRE operates under a Customer Funding Regime, whereby customers are charged the direct costs of the services provided plus an overhead to cover general and administrative expenditures, recuperation of capital investments (if applicable) and the Centre operating and running costs. Customers are comprised of NATO bodies, NATO Nations and other parties consistent with NATO policy.

The Budget & Finance Branch provides financial management in support of the CMRE and its Programme Of Work (POW).

Under the broad supervision of the Centre's Budget & Finance Head, the incumbent is responsible for the development and preparation of budgets and financial forecasts, to perform resource analysis, and financial reporting.

2. PRINCIPAL DUTIES

The incumbent's duties are:

- Financial planning & Budget Lifecycle: Contribute to and support all budgetary activities related to the development, screening, submission, and approval of CMRE charge-out rates, customer rates, budgets, multi-year forecasts, and financial plans.
- Review budget inputs from requirement holders for completeness, technical compliance with instructions, etc. and liaise with project managers for additional or modified input as required
- Execution management: Monitor and report activity associated with budgets and actively contribute to overall financial execution management.
 - Analyze budget expenditure trends and prepare monthly budget execution and other reports for management review
 - Perform the periodic review and analysis to monitor the status of commitments (both current year and carry forward) and seek fund manager input to perform necessary action to adjust or clear them
 - At financial year-end, review outstanding commitments, coordinate accruals, commitments carried forward and lapses and prepare the budget execution report and related notes for the annual financial statements
- Financial forecasting: Develop and maintain statistical analysis alongside short and medium-range financial forecasts
- Data visualization: Produce functional and other custom views of budget data for management use.
- Project proposal: Support project managers and teams in developing accurate cost metrics for incoming project proposals.
- Strategic Advisory: Provide high-level technical advice and financial support to the Head of Finance and senior managers.
- Auditing: Support external and internal auditors during financial inspections and reviews.

3. SPECIAL REQUIREMENTS AND ADDITIONAL DUTIES

a. Flexibility Clause

The incumbent may be required to perform other related duties as directed.

All other related duties should correspond with the required competencies for the job.

b. Deployment/Travel

The incumbent may be required to undertake TDY assignments within and outside NATO boundaries.

4. ESSENTIAL QUALIFICATIONS

a. Professional Experience

- Have a minimum of 3 years' experience in accounting, budgeting, financial management or auditing.
- Have sound knowledge of financial regulations governing an international organisation or a public sector entity.
- Proficiency in Microsoft Excel, including the ability to work with formulas, pivot tables, and financial spreadsheets.
- Good working knowledge of financial and ERP systems, such as ORACLE Financial or related corporate platforms.

b. Education

- Bachelor's degree at a nationally recognised/certified University in finance, economics, accounting or related discipline and 3 years post-related experience.

Or

- Exceptionally, the lack of a university degree may be compensated by the demonstration of at least 6 years extensive and progressive experience and expertise in duties related to the function of the post.

c. Language Requirements

A thorough knowledge of one of the two NATO languages, both written and spoken, is essential and some knowledge of the other is desirable.

English SLP 3333

NOTE: Most of the work of CMRE is conducted in the English language.

5. DESIRABLE QUALIFICATIONS

- Master's Degree in Economics, Finance, or Management Engineering.

- Prior experience within NATO agencies, or public entities operating under customer-funded and project-based mode.
- Demonstrated experience in managing financial budgets and/or project-based financial planning.
- A recognized qualification or certification in accountancy (e.g. ACCA, CIMA, CGMA, etc).
- Have team working experience and be able to work with minimal supervision.
- Be able to independently assess scenarios and issues, evaluate options to proceed and provide timely recommendations on the most appropriate decision.
- English SLP 4444.

6. **ATTRIBUTES/COMPETENCIES**

The successful candidate possess the following competencies / personal attributes:

- **Analytical Thinking**: Strong aptitude for statistical analysis, financial data modeling, and complex problem-solving.
- **Effective Communication**: Ability to explain complex financial data and technical briefs to senior non-technical stakeholders.
- **Organizational & Time Management**: Prioritize tasks efficiently to meet strict financial deadlines, regulatory screenings, and statutory submissions.
- **Team Collaboration & Interpersonal Skills**: Work effectively across multi-disciplinary scientific and administrative teams, fostering positive relationships and clear communication.

All CMRE personnel are expected to conduct themselves in accordance with the current NATO Code of Conduct agreed by the North Atlantic Council (NAC), and thus display the core values of integrity, impartiality, loyalty, accountability, and professionalism.

7. **REMARKS**

The duties are mostly performed in an office environment, but the Incumbent may be required to work outdoor.

About Us:

The Centre for Maritime Research and Experimentation (CMRE) is part of the NATO Science and Technology Organization (STO). The mission of the STO is to help position

both national and NATO science and technology investments as a strategic enabler and technology advantage for the defence and security posture of NATO Allies and partners. The Centre conducts scientific research and technology development and delivers innovative field-tested S&T solutions to address the defence and security needs of the Alliance. CMRE has more than 60 years of experience and has produced a cadre of leaders in ocean science, modelling and simulation, acoustics and other disciplines, as well as producing critical results and understanding that have been built into the operational concepts of NATO and the Nations.

What we offer:

- Salary (Pay Basis): 5,879.80 (EUR) Monthly. Salary value as per 2026. Subject to future adjustments in accordance with North Atlantic Council decisions.
- Grade ABCL grade A2 / NATO grade G15
- 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, offers an interesting “expatriate” package.
- A 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 prove to be competent for the post but who are not successful in this competition may be offered an appointment to another post of a similar nature, which might become vacant in the near future, albeit at the same or a lower grade, provided they meet the necessary requirements.

Our recruitment process:

- Please note that we can only accept applications from nationals of NATO member countries.
- Applications (including the most relevant publications, the diplomas - stating the highest level of education - and a CV) for this vacancy are to be submitted using the E-recruitment system;
- 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.

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 more information on how to apply:

[How to apply for posts within NATO](#)

[6 tips to apply for posts within NATO](#)

NOTE:

NATO will not accept any phase of the recruitment and selection prepared, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. NATO reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI applications may be rejected without further consideration at NATO's sole discretion, and NATO reserves the right to take further steps in such cases as appropriate.

HOW TO APPLY:

Applications are to be submitted using the NATO Talent Acquisition Program (NTAP)

<https://nato.taleo.net/careersection/2/jobdetail.ftl?job=261230&lang=en>

Applications submitted by other means are not accepted. NTAP allows adding attachments. Essential information must be included in the application form. Particular attention should be given to Education and Experience section. Each question should be answered completely. Expressions such as "please see annex / enclosed document" or invitations to follow links to personal webpages are not acceptable and will be disregarded. All answers should be in English preferably, or French.