



VACANCY NOTICE

Scientist (Climate Change) (261120)

Primary Location: Italy-La Spezia

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

Schedule: Full-time

Application Deadline: 12 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 passionate and talented scientist with expertise in climate change and security to join our team. In this role, you will contribute to the analysis of climate data applied to the defence realm and assess the implications of climate change across all military domains.

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.

The position is within the Research Division (RD) which is responsible for identifying, developing and delivering Science & Technology (S&T) solutions to the needs of the Alliance in the maritime domain.

The Division leads the development of CMRE's scientific strategy and through its capability in ocean sensing, numerical modelling, big data analytics, artificial intelligence and autonomy, delivers the Centre's S&T goals while maintaining CMRE's reputation within the scientific community.

The Research Division is comprised of the five following branches:

- Antisubmarine Warfare (ASW)
- Autonomous Naval Mine Warfare (ANMW)
- Environmental Knowledge and Operational Effectiveness (EKOE) & Climate Change (CC)
- Data Knowledge and Operational Effectiveness (DKOE)

- Maritime Unmanned Systems Enablers (MUSE)

This position is within the Environmental Knowledge and Operational Effectiveness (EKOE) & Climate Change (CC) team and contributes to Climate Change and Security Programme of Work (PoW).

2. PRINCIPAL DUTIES

We are looking for talented scientist in climate change and security to join our team in the research department at CMRE. This role requires a strong background and expertise in the analysis of climate data applied to the defence realm. The incumbent will be part of a multi-disciplinary research team including scientists, data engineers, software engineers and technicians, and will be expected to share expertise with the team to contribute to assessing the implication of climate change across all the military domains.

The incumbent will:

- Support the programme of work in the investigation of Climate Change (CC) impacts on the Alliance's defence in all military domains.
- Execute research activity in support of the Climate Change and Security (CCS) Programme in strategic areas of NATO's operational environment and more specifically:
 - by leveraging climate data (including Global and Regional Climate Models), assess impacts of future climate on the five military functional areas for the benefit of NATO;
 - elaborate studies about NATO defence in future physical operating environments, including extreme regions such as the Arctic.
- Revise internal reports and contribute authoring scientific articles to be published in international peer-reviewed journals.
- Support the organization and execution of NATO workshops and conferences; the establishment of Multi-National Projects as relevant in the field of CC; the development of proposals for external funding, seeking and winning funding from National R&D funding agencies, National or NATO Multi-National projects, or from European funding mechanisms.
- Lead and/or support the organization of Table-Top exercises (TTX) and wargames focused on CCS scenarios.
- Work closely as required with projects besides the CCS ones.

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 perform their duties onboard Centre or chartered vessels. The incumbent may be required to undertake TDY assignments within and outside NATO boundaries.

4. ESSENTIAL QUALIFICATIONS

a. Professional/Experience

- Proven expertise in climate science and related disciplines, data science or engineering;
- Research record as evidenced by peer-reviewed publications and technical reports;
- Proven experience in defence analysis, including knowledge of modern military capabilities and problems;
- Proven ability to work with standard software and operating systems (e.g. Linux, Windows, MS Office, Python, C/C++, MATLAB, R, SQL).

b. Education/Training

- MSc degree in any of the following areas: climate sciences, atmospheric sciences, marine environmental sciences, physics, engineering, data science, defence studies, or related field, and at least 5 years post-MSc experience as Scientist or Analyst with a specific focus on the application and/or analysis of climate data and projections.

Or

- PhD in any of the following areas: climate sciences, atmospheric sciences, marine environmental sciences, physics, engineering, data science, defence studies, or related field, and at least 2 years post-PhD related experience as Scientist or Analyst with a specific focus on the on the application and/or analysis of climate data and projections.

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

- A strong record of science publications and/or reports;
- Demonstrated record of accomplishment delivering high-quality reports/research to customers;
- Experience working in multi-disciplinary environments with experts from other domains;

- Experience working in international environments;
- Demonstrated relationship-building skills across defence-related stakeholders;
- Experience interacting with high-level civilian and/or military decision makers;
- Experience leading research projects;
- Experience with analysis of large climate datasets;
- Experience in statistical analysis and data visualization;
- Experience working in cloud environment, using Pangeo and Jupyter notebooks.

6. **ATTRIBUTES/COMPETENCIES**

The successful candidate possess the following competencies / personal attributes:

- Excellent communication skills, both oral and written – able to communicate at all levels;
- Very good interpersonal skills. Solicits inputs and encourages others;
- Innovative (capable to think outside the box) and driven. Always displaying sound judgement;
- Excellent time management and organizational skills.

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 performed in an office, laboratory, workshop environment or on-board Centre ships. Slightly undesirable working conditions may apply.

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=261120&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.