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

Scientist (Information Fusion) (260504)

Primary Location: Italy-La Spezia
NATO Body: Centre for Maritime Research and Experimentation (CMRE)
Schedule: Full-time
Application Deadline: 26 April 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.

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)

The CMRE is looking for a scientist to conduct research in the field of advanced Artificial

Intelligence and Information Fusion (AI2F). The position is within the DKOE Branch and contributes to the Seabed-to-Space Situational Awareness (S3A) project.

2. PRINCIPAL DUTIES

Reporting to the DKOE Branch Head, the incumbent will perform duties such as the following:

- Conduct research in the field of advanced Data Fusion and Tracking techniques.
- Support the programme of work in the investigation and development of innovative and cutting edge scientific research in the area of Artificial Intelligence and Information Fusion (AI2F) applied to the novel concept of Seabed-to-Space Situational Awareness (S3A).
- Execute CMRE's research activities in support of the DKOE Programme on Machine Learning, Optimization, Prediction and Information Fusion. Emphasis will be given to the development of Maritime Situational Awareness (MSA) and S3A methodologies, as well as to the development of prototypes focused on monitoring and protecting Critical Undersea Infrastructures (CUIs).
- Publish results both internally (CMRE reports, the primary focus), and externally in peer-reviewed journals where appropriate.
- Support the CMRE sea-going experiments with a focus on data collection, tracking and fusion using real-time algorithms
- Support the organization and execution of NATO workshops and conferences; the establishment of Multi-National Projects as relevant in the fields of Maritime Situational Awareness and CUI monitoring; the development of proposals for external funding beyond ACT, seeking and winning funding from National Naval R&D funding agencies, or from National or NATO Multi-National projects.
- Work closely as required with projects outside of the DKOE Programme, in particular with the Passive Sensing and Signal Processing and ASW Decision Support projects within the Autonomy for ASW Programme and the Strategy and Technology to Detect UW CUI Threats project within the CAsT programme.

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

c. Certification
The incumbent needs to hold a fit for sea certificate in line with the International Maritime Organization (IMO) and International Labour Organization (ILO) standards before taking up duty.

4. ESSENTIAL QUALIFICATIONS

a. Professional/Experience

- Proven work experience as a scientist in the fields of Artificial Intelligence and Information and Data Fusion;
- Expertise in statistical analysis;
- Expertise in signal and data processing;
- Proven ability to develop algorithms in MATLAB, Python, or other scientific programming languages;
- Experience in processing and fusing surveillance data provided by heterogeneous sensors (such as RADAR, SONAR, SAR, Optical Images, Automatic Identification System, etc.)

b. Education/Training

- MSc degree at a nationally recognised/certified University in engineering, mathematics, scientific, or related field and at least 5 years post-MSc experience as Scientist or Engineer with a specific focus on Artificial Intelligence and Information Fusion;

Or

- PhD degree at a nationally recognised/certified University in engineering, mathematics, scientific, or related field and at least 2 years post-PhD experience as Scientist or Engineer with a specific focus on Artificial Intelligence and Information Fusion.

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

- PhD in engineering, mathematics, physics or related fields.
- Strong research record as evidenced by peer-reviewed publications and/or technical reports.
- Experience working in multi-disciplinary and international environments;
- Expertise in developing real-time, scalable signal processing and data fusion solutions.
- International scientific reputation.
- Experience interacting with high-level civilian and/or military decision makers.
- Excellent knowledge of machine learning methods.

6. COMPETENCIES

- Excellent communication skills, both oral and written – able to communicate at all levels.
- Very good interpersonal skills. Solicits inputs and encourages others.
- Innovative 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.

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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=260504&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.