



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

IT Project Leader (Multiple Positions) (261229)

Primary Location: Italy-La Spezia

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

Schedule: Full-time

Application Deadline: 18 August 2026

Salary (Pay Basis): 7,246.22 EUR (Monthly)

Grade NATO SSS Grade G17 (ABCL A3)

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.

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.

This position is within the Engineering and Information Technology Division (EITD) of CMRE. EITD consists of the Engineering Branch and the Information Technology Branch:

The Engineering Branch (EB) addresses the engineering and technological requirements of the Centre's activity, integrating ocean engineering, embedded electronics and maritime sensors expertise - covering advanced systems, acoustic and other sensors, and unmanned platforms - to design, develop, operate, and maintain cutting-edge technologies.

The Information Technology Branch (IT) supports the conception, design, development and construction of state-of-the-art technologies in computing, networking and data infrastructure as well as developing, integrating, and validating software applications, services and products, while ensuring interoperability, security and compliance with relevant NATO policies and regulations.

This position is within IT Branch.

2. PRINCIPAL DUTIES

We are looking for one or more talented IT Project Leaders. The Project Leader is responsible for the end-to-end management of one or more IT related areas, such as IT project support, product development and service delivery, data platform product leadership, product ownership, agile project and change management.

The role includes coordination of all aspects related to IT management, including team leadership, procurement, management of Agile DevSecOps teams, interfacing with scientists and engineers, IT infrastructure management, operation and maintenance, and managing client relationship.

Under the supervision of the CMRE Information Technology Branch Head, the Incumbent's main responsibilities and duties are:

- Planning and execution of IT projects.
- Ensure that approved objectives related to scope, cost, schedule, and quality are achieved in compliance with NATO policies, standards, and governance frameworks.
- Develop and maintain product roadmaps.
- Customer centric client relationship management.
- Define, together with the IT Branch Head, the allocation of human, financial, and material resources to the project, ensuring their efficient and effective use, and addressing conflicts constraints or dependencies as they arise.
- Lead and coordinate cross-functional Agile teams operating within a matrix organizational environment, fostering collaboration and alignment across CMRE.
- Manage multiple Work Packages in parallel, maintaining end-to-end oversight throughout the project lifecycle and ensuring the timely delivery and acceptance of agreed outputs.
- Lead operation and maintenance of IT infrastructure and services.
- IT Security oversight.
- In coordination with CMRE P&C function, liaise with industry contractors and subcontractors, as required to support project development, execution and integration activities.
- Coordinate closely with other projects and programs to ensure coherence, and maximize synergies across related initiatives.
- Provide regular updates on the status of projects, through briefings, reports, and formal reviews, to include, monitoring of budget and resources, identification of risks, issues, and deviations from plans, implementation of mitigation and contingency measures.
- Contribute to the continuous improvement of project management practices within the CMRE, promoting the application of recognized standards and best practices in support of NATO strategic objectives and long-term capability modernization.
- Staying up-to-date with the latest advancements in data science, cloud computing, AI, IT security, exploring new technologies and techniques.

- Perform other related/similar duties as directed in order for the Organization to deal with emergent requirements (in particular, working as a member of Working Groups or Project Teams) for defined periods.

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.

4. ESSENTIAL QUALIFICATIONS

a. Professional/Experience

- Leading and managing large-scale, cross-functional international IT/technical projects using modern methodologies such as DevSecOps, Agile and Design Thinking.
- Delivering projects within a strict timeline and budgetary constraints following an Agile approach.
- Experience, in supervisory and coordination functions and responsibilities, in the execution of multi-disciplinary teams delivering IT projects.
- Previous experience in defense, industry, public sector institutions, organizations, or multi-national work environments.
- Proficient knowledge of project management tools and methodologies (e.g., Azure DevOps, Gitlab, Agile frameworks).
- Certification in Agile such as Agile Project Management or Professional SCRUM Master.

b. Education/Training

- Master's degree at a nationally recognized/certified University in Computer Science, Telecommunication Engineering, Electrical Engineering, Information System Design or related field and at least 5 years direct post-related experience.
- Or exceptionally, the lack of a Master's degree may be compensated by the demonstration of a candidate's particular abilities or experience that is/are of interest to CMRE, that is, at least 12 years extensive and progressive 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.

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

5. DESIRABLE QUALIFICATIONS

The ideal candidate should possess the following desirable qualifications:

- Experience with remote sensing, including unmanned systems, associate sensing payloads, Artificial Intelligence, Machine Learning and Sensor Fusion with a particular focus on Remote Sensing Data.
- NATO policies and initiatives related to IT security.
- Experience with Data Centric Security and Data Centric Platforms.
- Experience with Cloud Computing and application of Cloud Computing in NATO.
- Experience with accreditation of IT systems.
- Experience with service delivery using modern cloud services and market leading data centric platforms.
- Experience with NATO CIS directives and their application.
- Demonstrated application of Security by Design.
- Experience with operation and maintenance of IT infrastructure and systems.
- Experience with IT service management.
- Experience and knowledge of international and NATO standards in the field of IT and data, including deep understanding of standards such as STANAG 2586, STANAG 4817, STANAG 4774, STANAG 4778, STANAG 5636, W3C DCAT, ISO 19115
- Procurement of commercial datasets.
- Certified Information Systems Security Professional or related certification.
- Experience in Design Thinking, User Experience Design, Visual Design, Participatory Design, innovation methodologies, and related design disciplines.
- Experience from industry in client and stakeholder management with demonstrated customer centric approach, e.g. related to IT consultancy and/or IT product and service development.

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, creative thinking and driven. Always displaying sound judgement;
- Excellent time management and organizational skills.
- Agile and resilient.

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): 7,246.22 (EUR) Monthly. Salary value as per 2026. Subject to future adjustments in accordance with North Atlantic Council decisions.
- Grade ABCL grade A3 / NATO grade G17
- 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=261229&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.