



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

Head, Engineering Branch (260928)

Primary Location: Italy-La Spezia

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

Schedule: Full-time

Application Deadline: 21 June 2026

Salary (Pay Basis): 8,412.64 Euro (EUR) Monthly

Grade NATO Grade G20 (ABCL A4)

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 – to deliver innovative, field-tested Science & Technology (S&T) solutions addressing defence and security needs of the Alliance.

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

The 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.

The Head of EB provides comprehensive technical support for the delivery of the CMRE Programme of Work, contributing to the Centre's leadership and strategic management of engineering activities.

2. PRINCIPAL DUTIES

The incumbent's duties are:

- Maintain close and effective working relationships with the CMRE Project Management Office (PMO), and the Program Managers from the Research Division (RD) and the Experimentation & Rapid Adoption Division (ERA); provide overall technical governance to ensure projects are planned, executed, and delivered on time, within budget and to the required quality standards.
- With the Head EITD, define and implement/monitor the Branch's strategic objectives, annual/medium-term planning, and budget - ensuring financial discipline, cost control, and efficient use of resources.
- Provide leadership in identifying, assessing, and introducing new technologies and innovative engineering solutions that deliver tangible benefits in terms of performance, operational effectiveness and value for money.
- Oversee evaluation of technical requirements from sister Branches and external customers, ensuring feasibility, resources, schedules, costs and risks are properly assessed and reflected in project management plans.

- Lead and develop the Branch's engineering workforce, promoting a service-oriented culture towards the Research and ERA Divisions, professional growth, accountability, knowledge sharing, and strong focus on quality and delivery performance.
- Exercise overall supervision of engineering projects, ensuring control of scope, schedule, cost, and quality across systems.
- Ensure availability and balance of operational capabilities across technical domains, including appointing and directing engineering coordinators for CMRE activities, exercises, and operations.
- Support transition of scientific outputs to operational engineering, promoting CMRE's role as maritime innovation provider, in line with NATO policies and security requirements.
- Ensure all Branch activities comply with CMRE safety rules, quality policies, and applicable regulations - including at-sea and field operations, asset management, and lifecycle control.
- Plan and ensure proper maintenance and calibration of all Engineering Branch equipment.
- Act as principal engineering advisor, contributing to programme development, future planning, and growth opportunities.
- Contribute to the successful implementation of modernization engineering activities.
- Oversee Branch's organizational structure, staffing, recruitment, and succession planning - ensuring capabilities align with evolving requirements.
- Perform additional duties and assume responsibilities, as assigned by Head EITD.

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 on-board 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***

- 5 or more years of senior-level leadership in technology domain, e.g. defence industry, maritime unmanned systems, sensors or instruments.
- Proven leadership in evolving and challenging environments, including change management and service support.
- Proven experience leading multi-disciplinary teams and managing complex projects deliveries.
- Proven experience evaluating technical requirements from scientific projects - via functional specifications, analysis, feasibility studies, preliminary design, cost assessment, and resources compatibility.

b. Education / Professional experience

Minimum requirements for education and experience:

- Master's degree from a nationally recognised or certified university in engineering or related scientific discipline and 5 years relevant experience.

Or

- Bachelor's degree from a nationally recognised or certified university in engineering or related scientific discipline and 8 years relevant experience.

c. Language Requirements

A thorough knowledge of one of the two NATO languages (written and spoken) is essential; and some knowledge of the other is desirable.

English SLP 4444

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

5. DESIRABLE QUALIFICATIONS

a. Professional experience

- Knowledge of business development, and product management strategies and tools.
- Familiarity with advanced technologies in support to multi-domain operations, experimentations and exercises.
- Experience in multi-national environments.
- Knowledge of NATO procedures and regulations.
- Knowledge of NATO (or National) security accreditation process.

b. Education

- PhD in acoustics, oceanography, autonomous systems, sensing and communication technologies, or other maritime/applied technologies.

6. ATTRIBUTES / COMPETENCIES

The successful Candidate possesses the following competencies and personal attributes:

- Leadership and Integrity – leads teams with fairness, accountability and clear direction.
- Results driven – delivers projects on time, on budget, and to high standards.
- Innovation and Improvement – drives practical solutions and continuous improvement.
- Judgement and Decision-Making – handles complex issues with sound, timely decisions.
- Communication and Collaboration – excellent communication skills, able to communicate at all levels, builds relationships and represents the Centre.

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): 8,412.64 (EUR) Monthly*.
 - *Salary value as per 2026. Subject to future adjustments in accordance with North Atlantic Council decisions.
- Grade ABCL grade A4 / NATO grade G20
- 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 (NCPD), 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=260928&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.