VACANCY NOTICE

Head Information Technology (IT) Branch (250841)

Primary Location: Italy-La Spezia

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

Schedule: Full-time

Application Deadline: 8 June 2025

Salary (Pay Basis): 8,191.47 EUR (Monthly)

Grade NATO SSS Grade G20 (ABCL A4)

Clearance Level CTS

Appointment will be subject to receipt of a Cosmic Top 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.

This position is within the Engineering and Information Technology Division (EITD), which supports the execution of the Programme of Work.

EITD consists of the Engineering Branch and the Information Technology Branch:

- The Engineering Branch addresses the engineering and technological requirements of the Centre's research activity, by designing, developing, constructing, testing at-sea and maintaining, repairing and calibrating electronic, oceanographic, mechanical, acoustical assemblies and unmanned systems, especially prototypes, or combinations of such units as required. The branch has the following sections:
  - Ocean Engineering Section;
  - Sonars & Marine Sensors Section;
  - Embedded Systems Section.

- The Information Technology Branch 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. All this is done while ensuring interoperability, security and compliance with relevant NATO policies and regulations. The branch has the following sections:
  - Software Development and Data Management Section;
  - Scientific CIS Section;

As Head of the Information Technology Branch, the incumbent will lead a team of around 35 persons. The incumbent reports to the Head of the Engineering and Information Technology Division. The Information Technology Branch is composed of two sections: the Scientific CIS section and the Software Development and Data Management section. In addition to leading the Information Technology Branch, the incumbent plays a key role in interacting with stakeholders from the Research Division, other NATO entities and Industry. The incumbent also manages outsourcing activities and external contacts in his field.

2. <u>PRINCIPAL DUTIES</u>

The Information Technology Branch Head brings experience, knowledge, and future vision for transforming the IT function including its operating model, product and service offerings and workforce.

These information technology solutions include various types of platforms, used either on premises or deployed during missions. They include unattended sensors, server farms (on premises or in the cloud), and autonomous vehicles utilized in sea-trials and military exercises by the CMRE scientific and engineering teams.

The main incumbent's responsibilities and duties are to:

- Monitor and analyse latest technology and trends that may be utilized to develop new solutions for the Centre and NATO and to improve the performance of IT;
- Build successful stakeholder relationships with other IT and business key stakeholders by developing a clear understanding of business needs, acting as a trusted advisor, and ensuring cost-effective delivery of IT services to meet those needs;
- Develop and implement a comprehensive IT strategy that integrates on-premises infrastructure and cloud services to meet business objectives efficiently, taking into consideration existing way of working and NATO objectives;
- Manage the organization's on-premises servers, network infrastructure, and cloud resources, ensuring optimal performance, security, and scalability;
- Lead the evaluation of new technologies, tools, and services to enhance the organization's IT capabilities while balancing on-premises and cloud solutions effectively;

- Oversee the delivery of software solutions, including Minimum Viable Products (MVPs), Operational Prototypes and operational systems, for use inside and outside of the organization;
- Promote CMRE as a leader in innovative IT solutions in the maritime domain, with focus on transition of scientific outcomes through delivery of software and data centric services;
- Budget and administer the financial resources related to the activity of the branch, leading the development and maintenance of Centre CIS financial plans and periodic submissions required by NATO;
- Improve the quality, cost effectiveness, Alliance-wide interoperability, national use and security of CMRE products, in accordance with Alliance Digital Policy and NATO security doctrine;
- Be the single point of contact for contract negotiation with internal/external vendors and CIS providers for IT services, software and hardware;
- Communicate with other branches or sections to build a strong collaboration within the organization;
- Improve reuse and collaboration on software development and data management across the organization;
- Provide inputs in terms of scope of work, financial aspects and schedules to both CMRE and external customers on any Information Technology related development;
- Support risk management processes;
- Ensure compliance of Centre activities and output with requirements set by NATO policy and guidance (e.g. AC/35, AC/322, OCIO Directives) in the fields of Service Management, Obtaining Software for NATO, Data Exploitation and CIS infrastructure, working in close coordination with local and NATO security authorities;
- Take the role of CIS Planning and Implementation Authority (CISPIA) for CMRE, working in close collaboration with the SAA, CISP and CISOA and CIO;
- Develop and implement IT policies and best practices, in line with NATO policies and directives;
- Recruit permanent and temporary information technology personnel;
- Promote and adopt modern IT practices including DevSecOps, Agile and Cloud Computing while taking a pragmatic and realistic approach to the integration of on premise infrastructure with Cloud and Edge computing;
- Coordinate IT managers, supervise and guide the technical personnel assigned to the branch and direct the professional development of the team members;
- Perform additional duties or accept additional responsibilities as assigned by the Engineering and Information Technology Division.

Others

Undertake any special duties or responsibilities as may be assigned by the EITD Head and/or Directorate.

3. **SPECIAL REQUIREMENTS AND ADDITIONAL DUTIES**

a. <u>Flexibility Clause</u>

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. <u>Deployment/Travel</u>

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. <u>Professional skills/Experience</u>
- 7-10 years of experience in IT leadership roles;
- At least 5 years of experience from the commercial IT industry;
- Proven ability to lead, develop, manage and coordinate advanced technical IT teams;
- Proven experience with defining IT roadmaps and leading Digital Transformation projects using Design Thinking, Agile and DevSecOps methodologies;
- Proven experience with requirement analysis and financial planning and management of CIS systems;
- Professional experience in working in highly secured environments;
- Strong understanding of cloud computing trends;
- Strong understanding of IT security trends;
- Security Certifications such as CISSM, CISM, CCSP, CISA, etc;
- Strong leadership and organizational skills with the flexibility to adapt to organizational needs and manage multiple tasks simultaneously;
- Proven ability to communicate effectively orally and in writing with very good briefing skills.

b. <u>Education/Professional experience</u>

- A Master's degree at a nationally recognized/certified University in electronic or communications engineering, software engineering, computer science or equivalent discipline and at least 5 years post-related experience
  Or
- Bachelor's degree in electronic or communications engineering, software engineering, computer science or equivalent discipline, a formal training in project management (agile or waterfall) and at least 8 years post-related experience

c. <u>Language Requirements</u>

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. <u>DESIRABLE QUALIFICATIONS</u>

<u>EDUCATION AND TRAINING</u>
- Formal training in NATO Security practices;
- Formal training in Executive Management;
- Formal education in Information Assurance/Information Security.

<u>PROFESSIONAL EXPERIENCE</u>
- At least 10 years of experience from the commercial IT industry;
- Proven experience in developing and managing state-of-the-art IT services and systems to include: distributed networked facilities, information assurance, operational procedures, data management and software management;
- At least 5 years of experience from the maritime and/or military domain;
- Proven experience in a research environment;
- Proven experience with NATO CIS and NATO CIS Security regulations and procedures (e.g. AC/35, AC/322);
- Ability to manage multiple projects and tasks, and ability to adapt to changing requirements;
- Proficiency in managing Cloud technologies such as AWS and Azure;
- Prior experience of working in an international environment comprising both military and civilian elements;
- Experience with the ISO 9000 or similar Quality Management Systems;
- Ability to assess and develop cloud architectures; experience in infrastructure engineering and support;
- Ability to lead and teach others.

<u>LANGUAGE REQUIREMENTS</u>
- English 4444
- Standard Language Italian 2211 (Listening, Speaking, Reading and Writing)

6. <u>COMPETENCIES</u>

- Excellent communication skills, both oral and written – able to communicate at all levels;
- Excellent analytical thinking to identify solutions from a broad range of options;
- Very good interpersonal skills. Solicits inputs and encourages others;
- Innovative and driven. Always displaying sound judgement;
- Excellent time management and organizational skills.
- Ability to build consensus, make decisions based on many variables, and gain support for major initiatives.

- Self-starter who self-assesses and solicits feedback from others to improve their performance.

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. <u>REMARKS</u>

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): 8,191.47 (EUR) Monthly*
  *Salary value as per 2025. 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 (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=250841&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.