



## VACANCY NOTIFICATION

### Head Research Division (250379)

**Primary Location:** Italy-La Spezia

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

**Schedule:** Full-time

**Application Deadline:** 30 March 2025

**Salary (Pay Basis):** 9,510.04 EUR (Monthly)

**Grade** NATO SSS Grade G22 (ABCL A5)

**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.

**Are you a leading figure within the field of Maritime Science & Technology?**

**Do you have a proven track record of senior level management experience in a scientific institution or team which has been innovative in the maritime defence domain? Do you want to have a leading role in moving maritime science and technology to the next level? If so, then this could be the next position for you.**

### 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 Centre has a long-established tradition of delivering maritime Science and Technology (S&T) in support of Alliance forces. The Centre continues to evolve to meet new and emerging challenges, leading the way through innovation and discovery, research, development and implementation of game-changing technologies and approaches to enhance and reshape future Alliance maritime capabilities. Operating as a customer-funded organisation since 2012, CMRE has developed business partnerships with NATO Bodies, NATO Nations and NATO member national industry and private sector companies.

The CMRE Research Division has the ultimate directive to deliver scientific discoveries and innovative tools to transform and understand the maritime defence and security needs of the Alliance. 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 Head of Research contributes to the development and implementation of the CMRE's scientific strategy and maintains the CMRE's credibility in the scientific community. The incumbent, as Division Head, is responsible for the nurturing of the CMRE scientific staff, ensuring that the Centre is staffed with the required scientific skill sets.

The incumbent supports the Director in the definition of the scientific strategies, and acts as advisor to the Directorate for the research/scientific topics; interfaces with ACT, NATO Bodies and committees, military commands, and national and international RT&D laboratories and organizations, ensuring that CMRE research programs are scientifically and technologically well founded and relevant to NATO military capabilities.

In coordination with the other Division Heads, the incumbent is responsible for the CMRE scientific deliverables, Business Development as CMRE representative and scientific guide, and will contribute to the successful management of the CMRE, as a member of the CMRE Senior Leadership Team, in the spirit of full collaboration with the other functional directors.

## **2. PRINCIPAL DUTIES**

The main incumbent's responsibilities and duties are to:

### **Scientific Management**

- Support the Director in the development and updates of the science and technology vision to respond to future threats and needs of the NATO Alliance, and identification of the core competencies required to realize it.
- Develop, implement and monitor the yearly and medium term science strategy, budget and planning, assuring an appropriate and effective management of available funding. Where required, propose and implement procedures and practices to improve effectiveness and efficiency in the Centre's scientific activity.

- Combine a Programme of Work that balances a longer term research strategy with the shorter-term needs of NATO or external customers, increasing CMRE's capacity to attract world-class scientists and engineers.
- Ensures the development of the Division's science budget proposals.
- Mentor and support scientists. Maintain the core competencies of the scientific department at the highest professional level with a focus on scientific staff technical growth and the retention and development of the expertise required to support the specific projects and the long-term scientific strategy.
- Be responsible for the effective management of the internal scientific community whose competencies cross the Programme of Work.

### **Scientific Activity**

- Help in the development and implementation of CMRE's strategic scientific vision.
- May perform the role of "scientist" in his/her area of expertise, involved in the execution of scientific projects.
- Drive internal research and development. Will be responsible for the basic research and exploratory scientific projects; oversee the development of new concepts in defence science and related scientific areas, analyse, synthesize and integrate the information, and provide advice and recommendations based on these new concepts.
- Develop and negotiate Joint Research Projects, cooperative partnership agreements and manage international collaboration programmes.
- Grant the CMRE scientific credibility through rigorous quality control, including scientific proof reading of the CMRE scientific deliverables.
- Represent CMRE's scientific objectives and accomplishments to other S&T agencies, industry, academia, government organizations, the international community, and the general public.

### **Commercial and Business Development**

- Support the Program Management Office (PMO) in the development of the commercial strategy linked to the scientific strategy of the Centre
- Act as Scientific advisor to identify the future trends and possible scientific development
- Support marketing intelligence.
- Identify possible business growth opportunities and collaborate with the PMO to secure the business prospects.
- Act as CMRE representative on Scientific Activities
- Act when necessary as the Centre's representative and spokesperson.
- Act as an advocate of CMRE.
- Maintain a strong and lasting relationship with national labs and research foundations within the NATO Nations and Partner Countries.

- Act as the principal advisor on scientific matters to Directorate.
- Represent CMRE's scientific objectives and accomplishments to other RT&D agencies, industry, academia, government organizations, the international community and the NATO public.

## **Others**

Undertake any special duties or responsibilities as may be assigned by the Directorate.

### **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

- Senior level leadership experience in a scientific institute or team which has been scientifically innovative in the maritime defence domain.
- Experience and contacts in the Defence Science domain.
- Recently demonstrated ability to lead innovative, cutting edge research/ scientific projects which would include financial and human resources management.
- Recognized achievement in research related to the defence maritime domain evidenced by peer-review publications, keynote, and speeches in conferences, invited lectures and recognition by professional association.
- Experience in science fundraising.

#### b. Education/Professional experience

Ph.D. in Mathematics, Physical Science, Information Science, Engineering or equivalent and 10 years post-related experience.

c. Language Requirements

As CMRE spokesperson in most worldwide relevant maritime symposiums the incumbent will need to have excellent communication skills and knowledge of English.

To ensure quality assurance of CMRE deliverables the incumbent will need to have excellent knowledge of written scientific English.

English SLP 3333 (Listening, Speaking, Reading and Writing).

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

## 5. DESIRABLE QUALIFICATIONS

- Experience as scientific innovator or developer of scientific business products in a customer-funded/ commercial organization in the maritime defence domain.
- Experience in leading research projects in a competitive environment including grant and contract proposal preparation.
- Recognized achievement in research at sea that including on board research vessels.
- Experience in interfacing with military users.
- Knowledge of Prince 2 or similar project management working approach.

## 6. ATTRIBUTES/COMPETENCIES

The successful candidate possess the following competencies / personal attributes:

- **Adhering to Principles and Values:** Demonstrates integrity, his decision should be driven from a concept of “fairness”. Upholds ethics and values; promotes and defends equal opportunities, builds diverse team.
- **Creating & Innovating:** Produces new ideas and insights; identifies innovative scientific solutions for the maritime underwater challenges. Seeks opportunities for organizational improvement; devises effective change initiatives.
- **Delivering Results & Meeting Customer Expectations:** Focuses on customer needs and satisfaction, sets high standards for quality and quantity; monitors and maintains quality and productivity, works in a systematic, methodical and orderly way; consistently achieves projects goals.

- **Entrepreneurial & Commercial Thinking:** Keeps up-to-date with reference to the maritime defence environment, knows the main players and is able to identify future defence challenges that could constitute a business opportunity for the future. Able to identify and implement the appropriate plan to reach the identified objectives.
- **Formulating Strategies & Concepts:** Works strategically to realise organizational goals, identifies and develops positive visions of the CMRE scientific development and opportunities
- **Problem Solving:** Able to deal with a wide range of problems and be capable of analytical as well as original thought.
- **Deciding and Initiating Actions:** Must possess keen perception and apply sound judgement to make prompt decision when needed, takes responsibility for actions, projects and people. Initiates and generates activity.
- **Adapting and Responding to Change:** Is capable of working in a demanding environment, reacts quickly to problems/issues in the area of competence.
- **Communication skills:** Drafts clear, concise and convincing written and oral presentations.
- **Interactions with others:**
  - **Relating & Networking:** Establishes good relationship with National Representatives and NATO HQ, customers, staff. Builds wide and effective networks of contacts inside and outside the organization, relates to people at all levels, and manages conflict. Able to interface tactfully and effectively with senior management personnel and peers.
  - **Leading and supervising:** Demonstrated leadership and management capabilities. Provides others with a clear direction and sets appropriate standards of behaviour. Able to delegate work appropriately and fairly, motivate and empowers others, provides staff with development opportunities and coaching; recruits staff of a high calibre.

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.

### **Professional Contacts**

The incumbent is acting as the representative of the Head of NATO Body (HONB) in the scientific environment:

- Will make regular contact with the scientific community of the NATO Nations, NATO HQ and customers.
- May be authorised to negotiate contractual terms and make commitments on behalf of the HONB.
- Will interact with internal customers (Programme Managers, the Engineering Division and the Maritime Operations Division).

## 7. REMARKS

- Security Clearance: NATO SECRET
- The duties are performed in an office, laboratory, workshop environment or on-board Centre vessels requiring 30% of travel time. 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): 9,510.04 (EUR) Monthly. Salary value as per 2025. Subject to future adjustments in accordance with North Atlantic Council decisions.
- Grade ABCL grade A5 / NATO grade G22
- 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=250379&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.