



VACANCY NOTIFICATION

Craftsperson (Electronics) (250489)

Primary Location: Italy-La Spezia

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

Schedule: Full-time

Application Deadline: 13 April 2025

Salary (Pay Basis): 3,586.64 EUR (Monthly)

Grade NATO SSS Grade G7 (ABCL C5)

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.

We are seeking for a highly skilled professional to join our team as Craftsperson (Electronics). If you have a passion for technology and a hands-on approach, we encourage you to apply and contribute to innovative maritime research projects.

1. POST CONTEXT

These are positions within the Centre for Maritime Research and Experimentation (CMRE), an organization of the North Atlantic Treaty Organization (NATO).

CMRE is an established, excellent 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 positions are within the Engineering and Information Technology Division (EITD), which supports the execution of CMRE's Programme of Work.

EITD consists of the Engineering Branch (EB) and the Information Technology Branch (ITB).

- 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:
 - Sonar & Marine Sensors Section
 - Ocean Engineering 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

The positions are within the Engineering Branch, at the Embedded Systems and the Sonar and Marine Sensors Sections.

2. PRINCIPAL DUTIES

Under the supervision of the Cell Head, working with some grade of autonomy, or participating in working groups or project teams, the Incumbents will be responsible for the provision of Technical Services within the Engineering and Information Technology Department.

Duties will include the following:

- Assemble PCB, cables and complex assemblies under the supervision of Engineers.
- Maintain, operate and repair electronic analogue and digital boards from technical documentation and/or schematics.
- Assist in debugging failing circuits to identify the reason of the fault and perform board(s) rework.
- Assist in prototyping of electronic boards based on SMD components.
- Maintain the inventory of electronic components and instruments within the Section.
- Test electronic and acoustic equipment under Engineers supervision.
- Maintain and operate laboratory equipment such as soldering tools, wiring tools, multimeters, oscilloscopes, microscopes, and crimp tools.
- Operate basic mechanical tools for drilling, cutting and milling to interface PCBs and electronic parts with mechanical enclosures and plates.
- Assist in debugging hardware prototypes based on standard communication interfaces like serial ports, USB, Ethernet.
- Provide other technical services, working autonomously or as part of a team of Technicians and Craftsmen.
- Assist and participate, sharing their skills and experience with peers and supervisors, in the preliminary design of new instruments and equipment.
- Select, specify and purchase Electronic and Embedded Systems components, assemblies and equipment, and integrate them into underwater, marine or Ships deck systems, keeping track of the process by using standard CAD and other Office support software.
- Provide support to Sea Trials onboard Centre's Ships (or other Platforms as required), from the logistic (preparation, transport, installation of equipment) and operational (work at sea) point of view.

- Participate in Factory, Harbour and Sea acceptance and/or safety tests on Electronic equipment.
- Keep themselves abreast of technical developments in the Electronics and Embedded Systems field.
- 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 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

- Experience as Craftsperson in Electronics with particular focus on embedded systems and components, in support of research or industrial activities.
- Relevant experience in participation to technical experimentations or operations on field.
- Relevant experience in:
 - Electronic boards assembly and testing.
 - SMD components soldering and handling.
 - Cables manufacturing using both dry and/or underwater connectors.
- Relevant experience in one or more of the following specific fields:
 - Arrangement of boards, connectors and cables to fit a limited space, typically into an underwater pressure vessel.
 - Fieldwork in the marine environment.
 - Ability to operate mechanical tools like drilling cutting and milling machines.
 - Standard interfaces wiring: serial, Ethernet, USB, CAN.
 - Knowledge of main battery types and handling.

b. Education/Training

- A secondary educational qualification in Electronic (or equivalent related field) with 5 years post-related experience.

Or

- Higher vocational training in Electronic (or equivalent related field) with 3 years post-related experience.

c. Language Requirements

A thorough knowledge of one of the two NATO languages (English and French), 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

- Experience in the debugging, operation and maintenance of prototype/custom systems.
- Experience in operation, maintenance and/or repair of ocean and marine equipment (e.g. AUV, gliders, sonar systems, data acquisition systems, etc.)
- Experience in the use of engineering support software packages (e.g. CADs, Visio, and Excel).
- Knowledge of elementary laboratory ship or field instrumentation.
- Experience in an International working environment.
- Completed Vocational Training, leading to a formal qualification in post-related aspects (e.g. soldering, fibre optic handling and splicing).
- Italian SLP 3333.

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 and driven. Always displaying sound judgement;
- Excellent time management and organizational skills;
- Be able to develop and apply specialist and detailed technical expertise and to use technology to achieve work objectives.

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): 3,586.64 (EUR) Monthly. Salary value as per 2025. Subject to future adjustments in accordance with North Atlantic Council decisions.
- Grade ABCL grade C5 / NATO grade G7
- 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=250489&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.