



## VACANCY ANNOUNCEMENT

**Vacancy Number 2/2013**

**Post Title: Engineer**

**NATO Grade A-2**

**NATO STO Centre for Maritime Research and Experimentation,  
La Spezia, Italy**

**Closing Date: Thursday 31 January 2013**

### **A. General**

Applications are invited from qualified candidates and redundant staff for the position of Engineer at the Centre for Maritime Research and Experimentation (CMRE). CMRE is an executive body of the Science and Technology Organization (STO) and is governed by the provisions of the STO Charter. Within the framework of the STO in-house delivery business model, the CMRE will organize and conduct scientific research and technology development and deliver innovative field-tested S&T solutions to address the defense and security needs of the Alliance.

The Engineering Department is part of the Research and Engineering Division which includes other three organizational elements: the Programme Office, the Information Laboratories Office and the Research Department.

The Engineering Department addresses the engineering and technological requirements of the Centre's research activity, by designing, developing, constructing, testing and maintaining, repairing and calibrating electronic, oceanographic, mechanical, or acoustical assemblies, especially prototypes, or combinations of such units as required. It designs specification, testing, inspection, procurement, construction and operation at sea and on land of instrumentation, equipment, systems and system of systems according to the specific field of endeavour.

### **B. Responsibilities and duties of the post**

Under the supervision of the Head of the organizational element, incumbent will be assigned the following tasks:

1. Contribute to the specification, design, development, testing, procurement and operation on land and at sea of underwater systems and in particular:
  - a) Design of multichannel high data rate acquisition systems
  - b) Design and programming of embedded processor based real time systems

- c) Design and programming of graphical HCl's for the above acquisition systems
- 2. Participate to sea trials on surface ships and submarines, taking responsibility of ocean engineering apparatus, and if required, act as engineering coordinator for trial.
- 3. Supervise technical staff.
- 4. Conduct field and laboratory system evaluation which might include the use of software based engineering tools, data collection of acoustic and oceanographic type, mathematical models for engineering.
- 5. Perform such other related duties and responsibilities as assigned from time to time.

**C. Essential qualifications**

**1. EDUCATION/ EXPERIENCE:**

Minimum requirements for education and experience as per following table:

	<b>EDUCATION</b>				
	<b>PhD</b>	<b>MSc/MA</b>	<b>BSc/BA</b>	<b>Higher Secondary Education (12-13 years of education)</b>	<b>Secondary Education (9-11 years of education)</b>
<b>Minimum years of experience required</b>	1	2	4	10	N/A

Education and experience will be in the engineering, science, information technology or related field

**2. SECURITY CLEARANCE**

NATO SECRET

**3. LANGUAGE**

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

**4. STANDARD AUTOMATIC DATA PROCESSING KNOWLEDGE**

<b>Word Processing:</b>	<b>Working Knowledge</b>
Spreadsheet	Working Knowledge
Graphics Presentation:	Working Knowledge
Database:	Working Knowledge
eMail Clients/Web Browsers:	Working Knowledge
Web Content Management:	Not Required

## **D. Desirable qualifications**

### **1. EDUCATION / VOCATIONAL TRAINING**

MSc/MA in an electronics engineering field.

### **2. EXPERIENCE**

- Experience in designing multichannel high data rate acquisition systems.
- Experience in designing data acquisition systems and signal processing algorithms applied to underwater acoustics and/or oceanography.
- Expert knowledge of modern programming languages and techniques using both high and low levels approaches.
- Working knowledge of underwater acoustic and oceanographic sensors and relevant signal conditioning techniques.
- Strong experience of FPGA based systems design and programming.
- Working knowledge in GPU programming.
- Expert knowledge of programming with popular systems, especially UNIX-like environment.
- Strong experience in real time systems including their implementation in embedded processors.
- Experience with the ISO 9000 or similar Quality Management System.
- Working experience in an international organization.
- Experience in conducting experiments at sea.

### **3. LANGUAGE**

English 4444

## **E. Civilian post**

### **PERSONAL ATTRIBUTES**

The incumbent must be highly articulate and persuasive possessing tact and diplomacy. He/She must have a proven ability to work with no supervision and is expected to be a proactive self-starter. Must possess keen perception and apply sound judgement. Frequent requirement for original thought. The incumbent must be capable of working in a demanding environment, be clear, concise, and convincing in written and oral presentations, and flexible in response to changing requirements.

He/She must demonstrate:

- Proven ability to work successfully with military staff.
- Personal qualities of tact, judgement and adaptability.
- Ability to tactfully and effectively interface with senior management personnel, peers, and subordinates.
- A sense of diplomacy and propriety in order to work harmoniously with colleagues and other staff, both civilian and military, as well as with staff from private scientific/industrial organizations.

### **MANAGERIAL RESPONSIBILITIES**

Plans most daily work details within given priorities and under some regular supervision. May have direct supervision of one or more people performing related work. Work may include a degree of planning and coordination.

## **PROFESSIONAL CONTACTS**

Regular professional contacts with others inside and outside the Centre on functional matters. Solicits/gives information and provides advice/guidance. May negotiate at own level and should use initiative. Could commit individual organizational element to a course of action.

## **CONTRIBUTION TO THE OBJECTIVES**

Contribute to the objectives of the Organization by providing support and assistance in programme of work execution, providing information allowing others to commit resources of the Organization.

Has indirect impact on the work and objectives of the organization.

## **WORK ENVIRONMENT**

The work may be performed in an office, laboratory or workshop environment, or onboard Centre ships. Slightly undesirable working conditions may apply.

The risk of injury is categorized as: Moderate Risk

## **F. Contract**

The successful applicant will be offered a 3-year definite duration contract, which, subject to satisfactory performance and organizational requirements may be renewed for a further period of up to 3 years. During the period of renewal, the incumbent may be considered for further employment.

Serving staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations.

CMRE offers a comprehensive benefits package including tax-free remuneration, 6 weeks annual vacation, life and medical insurance, a retirement plan, educational allowance for dependent children and paid travel to the home country for the member and family every two years.

## **G. Application procedures**

Qualified candidates must submit the completed [CMRE application form](#) indicating the vacancy number and the post title. A covering letter explaining how their experience and qualifications fit them to the specified requirements of the post should also be included. Copies of certificates covering the highest level of education required by the job description must be submitted together with the application form. Applications must be submitted either (1) by ordinary mail addressed to: Human Resources Branch, CMRE, a NATO Research Centre, Viale San Bartolomeo 400, 19126 San Bartolomeo, La Spezia, Italy or (2) electronically (preferable) to: [recruitment@cmre.nato.int](mailto:recruitment@cmre.nato.int) (in this latter case the application form and its supporting documents such as continuation sheets and copies of certificates, must be sent as a single word or PDF document).

Closing date for receiving applications: **Thursday, 31 January 2013.**

**Notes for candidates:** the candidature of NATO redundant staff will be considered and evaluated before any other candidature.

Applicants who are not successful in this competition may be offered an appointment to another post of a similar nature, albeit at the same or a lower grade, provided they meet the necessary requirements.

**Notes for NATO civilian personnel officers/human resources managers:** if you have any qualified redundant staff of same grade, please advise CMRE either by message or e-mail (recruitment@CMRE.nato.int) no later than 25 January 2013.

**Remarks:** only nationals of the 28 NATO member countries can apply for vacancies at CMRE. The NATO member countries are: Albania, Belgium, Bulgaria, Canada, Croatia, Czech Republic, Denmark, Estonia, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Lithuania, Luxembourg, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, the Netherlands, Turkey, United Kingdom, United States.

**POC:** Human Resources Section ([recruitment@cmre.nato.int](mailto:recruitment@cmre.nato.int))