



## VACANCY ANNOUNCEMENT

**Vacancy Number 3/2013**

**Post Title: Engineer**

**NATO Grade A-2/A-3**

**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 responsible for the provision of Mechanical Engineering support within the Engineering Department and his/her duties may include the following tasks:

- Mechanical design of underwater acoustic and oceanographic systems, subsystems or components, using CAD / 3d Modeling Systems and Computer Simulation and Analysis
- Mechanical interface and integration of marine and underwater systems, subsystems

or components, to autonomous vehicles (AUVs, USVs, Gliders), towed bodies, Ships, moorings, towers and other structures

- Specification, procurement, acceptance, testing, and operation at sea of marine and underwater systems, subsystem and components, specifically regarding the mechanical and ocean engineering aspects
- Scheduling and record of planned inspection, maintenance, calibration and safety testing of mechanical and ocean systems, subsystems and components, in order to ensure an efficient operation with particular concern for the safety of the Personnel
- Supervising and guiding the technical resources assigned to the Unit and directing the professional development of the team members
- Participation in writing of internal technical documents as well as technical publications to international scientific conferences and/or journals
- Participation to sea trials, by providing professional expertise or coordination of the operations
- Contribution to preliminary evaluation, technical and economical quotation, planning and management of Centre's Projects
- Perform such other duties and responsibilities as assigned from time to time

**C. Essential qualifications**

**EDUCATION/ EXPERIENCE**

Minimum requirements for education and experience as per following table:

	EDUCATION				
	PhD	MSc/MA	BSC/BA	Higher Secondary Education (12-13 years of education)	Secondary Education (9-11 years of education)
<b>Minimum years of experience required</b>	3	5	7	12	N/A

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

**SECURITY CLEARANCE**

NATO SECRET

**LANGUAGE**

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

**STANDARD AUTOMATIC DATA PROCESSING KNOWLEDGE**

Word Processing:	Working Knowledge
Spreadsheet	Working Knowledge
Graphics Presentation:	Working Knowledge
Database:	Working Knowledge
eMail Clients/Web Browsers:	Working Knowledge
Web Content Management:	Basic Knowledge

**D. Desirable qualifications**

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

MSc/MA in Mechanical or Ocean Engineering

## **2. EXPERIENCE**

- At least 3 years' experience at supervisory level of responsibility, in performing engineering functions
- Confidence with computer techniques in support of Mechanical and Ocean Engineering (e.g. CAD, FEM, CFD, Matlab)
- Experience in Ocean Engineering support and management in an underwater research environment, or closely related field
- Experience in conducting technical experiments at sea, and broad knowledge of marine and underwater research activities
- Relevant experience in Ocean Engineering specific fields (Autonomous Vehicles, underwater Acoustic and Oceanographic Systems)
- Experience in carrying Safety Tests for equipment certification according to Standard Rules (e.g. lifting tests, pressure tests)
- Experience with ISO 29000 or equivalent Quality Management Systems
- Past experience in an international organization
- Formal education and/or past experience in Management and/or Project Management (e.g. Prince 2, PMP)

## **3. LANGUAGE**

English SLP 4444(Listening, Speaking, Reading and Writing)

Italian SLP 2222

## **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.
- Demonstrated leadership and management capabilities.
- Personal qualities of tact, judgement and adaptability.
- Ability to tactfully and effectively interface with senior management personnel, peers, and subordinates.
- Good political awareness and motivational and listening skills.
- 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.

Sound communication skills as well as quick reaction to problems within role and expertise are expected.

### **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 typically at senior management level inside and outside the Centre.

Contacts requiring explanation, discussion, persuasion and approval of action.

Negotiations normally involve a commitment, within existing policies for the organization, where considerable tact and persuasion are required.

Coordination and cooperation with representatives of other NATO bodies and staff of private scientific/industrial organizations.

Often involved in significant discussions at senior committee level with representatives of NATO nations or other NATO bodies on behalf of the CMRE

## **CONTRIBUTION TO THE OBJECTIVES**

The work involves the analysis and research of a complete task with recommendations affecting the plans and management of the organizational element

May influence the decision to obligate resources of the organization.

Direct impact on the work and objectives of the organization.

Some responsibility for resource management. May be able to commit expenditure up to a given ceiling without prior authorization.

## **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 offered further employments.

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.

**NOTE:** Please note that this is a twin graded post. Candidates selected for twin graded posts will be appointed to the lower grade, irrespective of their qualifications and previous experience.

Advancement to the higher grade is not automatic. A minimum period of 2 years is required before advancement to the higher grade can be considered.

## **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](mailto: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))