



## VACANCY ANNOUNCEMENT

**Vacancy Number 4/2013**

**Post Title: Technician**

**NATO Grade B-3/B-4**

**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 Technician 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.

### **A. General**

Under scientific or engineering supervision, test, analyze, operate, repair, calibrate and maintain oceanographic systems and facilities from general instruction or drawings.

### **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. To ensure that the CMRE optical calibration facility is fully functioning, certified and able to calibrate 3<sup>rd</sup> party sensor in addition to the CMRE optical sensors. He/she is also in charge of the maintenance and enhancing of the optical calibration facility, including its software.

2. Prepare, maintain and deploy whilst at sea, a series of marine optical instrumentation in profiling and on autonomous vehicles. This includes data verification and validation.
3. Calibrate, maintain and operate oceanographic instrumentation and perform data post processing analysis during CMRE cruises.
4. Preparation, deployment and operation of the CMRE undersea glider fleet.
5. Collection of data at sea, including but not limited to, water sampling and water analysis at sea, in particular, the validation of chlorophyll-a sensors.
6. Write and Perform In-house calibration protocols for optical and oceanographic sensors in support of CMRE activities.

**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>	N/A	N/A	N/A	5	N/A

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

**SECURITY CLEARANCE**

NATO SECRET

**LANGUAGE**

English      SLP 3322      (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 Ocean Engineering or Marine science

**2. EXPERIENCE**

- Five years post graduate experience in a marine environment
- Experience with calibration of marine optical instrumentation including familiarity with a range of commercially available radiometers and spectral absorption/attenuation meters.

- Experience in calibrating, operating and maintain oceanographic instrumentation.
- Operational experience with undersea gliders
- Experience in water sample analysis for chlorophyll, oxygen and sediments.
- Experience of collecting marine optical and oceanographic data at sea
- Experience in an international environment.

### **3. LANGUAGE**

English SLP 3333

## **E. Civilian post**

### **1.1 PERSONAL ATTRIBUTES**

The incumbent must show judgment in prioritizing responsibilities, demonstrate organizational ability, keen perception and initiative to provide adequate level of service and be able to work under pressure.

Personal qualities of tact, judgment, discretion, adaptability and a sense of diplomacy and propriety in order to work harmoniously in a multicultural environment with colleagues and other staff, from NATO and the NATO nations, as well as with staff from private scientific/industrial organizations.

### **1.2 MANAGERIAL RESPONSIBILITIES**

No management responsibility.

### **1.3 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. Requires normal courtesy, understanding and tact in dealing with others.

### **1.4 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.

### **1.5 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))