

WE ARE HIRING

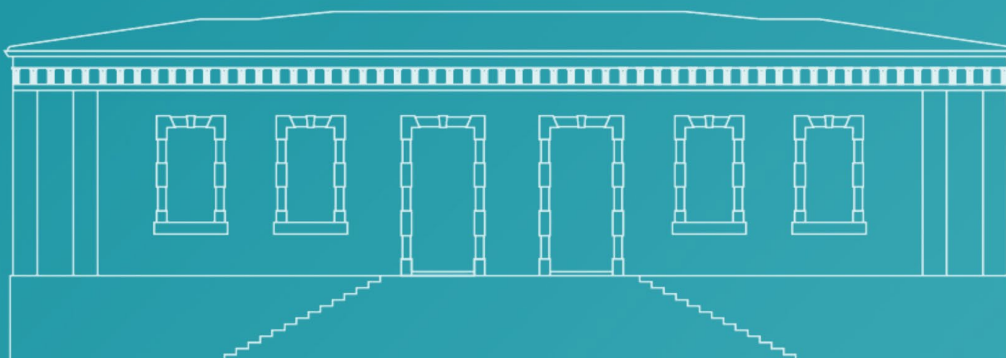
Senior Associate

Location: Soave (Verona). Flexible work and international travel (30% of the time)

Start date: mid-September 2025

Contract: full-time 3 years contract, renewable

Salary range: €50.000–€80.000 gross per year, based on experience



FOND AZIONE SAFE



About Fondazione SAFE

Founded in 2018, Fondazione SAFE is a mission-driven, steward-owned organisation redefining security as a catalyst for freedom, resilience, and societal progress.

From protecting critical infrastructure to countering hybrid threats, we pioneer innovative solutions that strengthen Europe's ability to respond to complex challenges.

Our work combines cutting-edge technology, operational excellence, and a strong public-private ecosystem. From immersive VR training to real-world testing of drones and robotics, SAFE operates unique facilities, including our Testing and Training area at Zona Controllo Monte Calvarina, to transform ideas into impactful solutions.

Headquartered in a restored early 20th-century school in Soave (Verona), SAFE is a dynamic community where professional integrity, purpose, and innovation meet.

Why we are recruiting

In response to the steady growth of our Foundation and the acquisition of new high-impact international projects, we are expanding our team. We are looking for motivated professionals ready to contribute their expertise to initiatives that protect communities, advance security innovation, and strengthen Europe's resilience.

Your Role

As Senior Associate, you will lead part of SAFE team for the implementation of flagship EU and NATO-funded programmes in the fields of security and defence. You will guide a multidisciplinary in-house team as well as external resources, build strategic partnerships across sectors, and contribute to shaping the future of security innovation in Europe.

- Lead and coordinate flagship EU and NATO-funded projects in security and defence (CBRNe, resilience, civil-military cooperation).
- Build and manage multidisciplinary teams and consortia.
- Foster partnerships across public, private, and research sectors.
- Oversee Associates and Junior Associates to ensure effective project acquisition and delivery.
- Contribute strategic insights to SAFE's growth and innovation, manage budgets and strategic initiatives in an independent manner, reporting directly to the Board of Directors.

Candidate profile

- At least five years managing international security-related projects.
- At least five years leading teams.
- Expertise in defence, emergency management, and disruptive technologies.
- Experience with EU funding (Horizon Europe, EDF, ISF) is an asset.
- Master's in International Relations, Security Studies, or related fields.
- Fluent english and italian (French or Arabic a plus).
- Willing to travel (estimating 30% of the time).

Why join us?

Joining Fondazione SAFE means becoming part of a mission-driven, steward-owned organisation where security innovation serves the public good. Here, your work has tangible impact, from protecting democratic values to developing technologies that save lives. You'll find a dynamic environment where integrity, professional growth, and a shared purpose come together. This is more than a job: it's an opportunity to shape the future of security and resilience, alongside colleagues who believe we can make a meaningful difference.

How to apply and deadline

To express your interest, please send your CV and a brief motivation letter to safe@safe-europe.eu .
Deadline for application is set on Monday 4th of August.

Selection Process

Following an initial screening based on the applications received, shortlisted candidates will be invited to a second stage of the selection process, which includes an aptitude assessment and an interview.

Subsequent steps and further details will be communicated directly to the candidates selected to proceed.

For any further information or clarification, please do not hesitate to contact us at safe@safe-europe.eu