



Peter Verlande

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Project Manager/Consultant

Seasoned professional with distinguished record leading complex, high-stakes defence, technology, and organisational transformation initiatives across NATO, government, and industry. Renowned for steering large-scale, mission-critical initiatives in air defence, command and control (C2ISR), and systems integration from concept through execution. Adept at translating complex operational requirements into actionable project plans, developing frameworks, and aligning stakeholders across diverse military and corporate structures. Proven advisor and trainer with track record directing high-performance teams under high-stakes conditions and ensuring operational readiness, process optimisation, and compliance with international standards.

Skills

- Strategic Project Management
- Training & Development
- Design
- Team Building & Leadership
- Air Defence Modernisation
- Systems Integration & Operations
- Continuous Process Improvement
- Risk & Mitigation Planning
- Quality & Performance Assurance
- Crisis & Emergency Co-ordination

Professional Experience

Air Defence Consultant at Rheinmetall, Bremen, Germany

Apr 2024 — Present

Conduct development of Concepts of Operations (ConOps) and Operational Concepts (OpsCon) for NNbS, facilitating strategic planning and execution within air defence operations. Generate use cases to support Enterprise Architect operational, functional, and logical structures, enhancing the effectiveness of system designs and project implementations. Lead workshops and provide comprehensive support across various projects, ensuring adherence to air defence strategic goals. Deliver internal training sessions to elevate team proficiency in defence operational frameworks and technical methodologies.

- Authored detailed ConOps and OpsCon documents, contributing to project clarity and strategic alignment.
- Developed comprehensive EA use cases, enhancing structural integrity/functional efficiency of defence systems.

Academic Ground Instructor, CRM Instructor, Train the Trainer Instructor at CAE, Stolberg, Germany

May 2017 — Apr 2024

Directed the design, delivery, and continuous improvement of Crew Resource Management (CRM) and Human Factors Training programs for all NATO E-3A Force aircrew, fully aligned with EASA standards and aviation safety regulations. Engineered comprehensive training modules covering Non-Technical Skills, including Cultural Awareness, Aviation Psychology, Human Performance Limitations, and Resource Management, enhancing crew co-ordination and operational safety. Developed and maintained courseware for Basic Qualification (BQT), Combat Ready (CRT), Continuation Training (COT), Instructor Qualification (IQT), and Upgrade Training (UT), integrating classroom, simulator, and airborne instruction to ensure mission readiness. Supported the Force's Quality Management (QM) and Quality Control (QC) programmes, contributing to continuous improvement and alignment with aviation best practices.

- Spearheaded the Initial Aircrew Instructor "Train-the-Trainer" Course, creating standardised methodologies that elevated instructor performance and consistency across NATO flight and mission crews.

- Led a cross-functional Ground Instructor Training Team, managing quality metrics, QM/QA data analysis, and compliance reporting for NATO client stakeholders.
- Designed scenario-based simulation media and assessment tools, driving measurable improvements in situational awareness and decision-making during operational training exercises.
- Conducted long-term and short-term training schedules in co-ordination with the Requirements Squadron, ensuring efficient resource allocation and seamless integration across training cycles.
- Produced performance analytics, identified individual learning requirements, and implemented tailored remediation strategies to optimise student success and readiness.

Chief Evaluator / Instructor Passive Controller at BmVg, NATO Airborne Early Warning and Control Force Headquarter, Geilenkirchen, Germany

Jan 2004 — Apr 2017

Headed all Passive Controller operations across the NATO AEW Force, overseeing training, evaluation, and certification programmes to ensure mission-readiness and tactical precision. Engineered and enforced Force-wide procedures, standards, and doctrine for Passive Detection and Air Defence operations, driving alignment across multinational crews and joint commands. Designed and implemented academic systems and procedural training programmes, ensuring consistent proficiency in radar operations, Link management, and C2ISR mission execution.

- Directed the development and standardisation of courseware, harmonising training materials across NATO branches to maintain operational excellence and procedural accuracy.
- Co-ordinated Air Defence doctrine and procedural development with the Force Headquarters Standards Group, producing official documentation for RADAR, Link, and Electronic Warfare systems integration.
- Led the NAEW&C E-3A Component Trends Analysis Programme, identifying emerging patterns, performance gaps, and system optimisation opportunities.
- Executed multiple operational deployments, accumulating 9,000+ flight hours across missions in Afghanistan, Eastern Europe, and the Middle East, including support to NATO and coalition operations in Libya, Syria, Iraq, and the Balkans.
- Authored and delivered performance evaluations and remediation strategies, elevating mission effectiveness and ensuring NATO operational compliance across multinational teams.
- Achieved certifications and advanced training including Highfield Level 3, German Press Officer Certification, and Basic & Advanced Crisis Communication Courses with the Swiss Army.

Education

Air Battle Management, Electronic Warfare, Radar Employment, Missile Defence, and Link Training
BmVg, NATO | Various National and International Locations

Air Force Officer School, Fürstenfeldbruck, Germany

Secondary Level Education

Freiherr-vom-Stein Gymnasium, Oberhausen, Germany

Additional Experience

Instructor/Evaluator – Surveillance and Passive Controller (E3A Component SQ1/SQ3 and Aircrew Training SQ),
Geilenkirchen, Germany

NATO Airborne Early Warning and Control Force

Instructor – Weapons and Surveillance Controller / Fighter Allocator (FA), CRC Börfink, BmVg

Emergency Response Cell Member – NATO Offensive Forces, Ramstein, BmVg / NATO

Intercept Control Assistant / Basic Weapons Controller, CRC Udem, BmVg