



Duty Location: **The Hague, The Netherlands**

VACANCY NOTICE

Scientist (Geo)

Capability Development

Production Segment – Capability Area 6

Grade: **A2**

Reference Number: **A2-CAT6-1859-12-NLD**

This is a position within the NATO Communications and Information Agency (NCIA), an organization of the North Atlantic Treaty Organization (NATO);

The NCIA has been established with a view to meeting to the best advantage the collective requirements of some or all NATO nations in the fields of capability delivery and service provision related to Consultation, Command & Control as well as Communications, Information and Cyber Defence functions, thereby also facilitating the integration of Intelligence, Surveillance, Reconnaissance, Target Acquisition functions and their associated information exchange.

This post is assigned to NCIA Capability Development. Assigned by the Capability Area Team 6 (CAT 6) Chief to perform tasks for relevant Programme and Project Managers, the Principal Scientist participates directly in the planning, co-ordination and execution of Projects in the Agency Programme of Work for Capability Area Team 4 (CAT4) and 6 (CAT6) within the Production Segment of the Agency. This includes projects related to Logistics and Support Services (including Logistics, Movement & Transportation, Medical, Personnel, Financial services); Command & Control Services (including Land C2, Air C2, Integrated C2, Maritime C2, Special Operations Forces, Collaboration Tools); GeoMetoc Services (Including hydrological, meteorological and oceanographic services, GIS Standardization, GIS Data and production); Joint Services (including Incident Management, Common Operational Picture, Joint Targeting, Operational Planning); Emerging Capabilities (including Civil-Military Interaction, Functional Area Services Integration and Missile Defence);

The incumbent will perform individual and team research and undertake the direction of a range of important technical and scientific projects both under support of various Programme and Project Managers and the CAT Chief. This requires the ability to motivate and harmonise the work of assigned staff as well as demonstrate tact and sensitive political awareness as a leader of multinational scientific teams. It further includes co-operating closely with current and potential customers in diverse organizations, as well as assuming direct project leader responsibilities for assigned project tasks.

Duties:

Under the overall direction of the Project Manager, the incumbent will perform duties such as the following:

- Provide expert advice to customers and potential customers on technical matters related to Geographical Information Systems (GIS);
- Provide technical and professional contributions in the area of GIS to the definition, development and execution of information systems projects. These contributions will support, but not be limited to, prototyping and use of system test beds, trials and demonstrations, and military exercises and operations;
- Maintain and develop knowledge in relation to the intellectual competencies;
- Perform scientific, programmatic, financial and business development activities related to assigned project/task responsibilities;
- Contribute to projects on requirements capture and requirements management in terms of approach, techniques and tools;
- Supervise any assigned staff to ensure task milestones and financial goals are met;
- Provide relevant inputs to the various Agency reports through the CAT6 Management;
- Stay abreast of technological developments relevant to the area of work;

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- Utilise the Agency Integrated Management Information System (IMIS) to provide up to date and accurate project data;
- Actively contribute to relevant projects across CATs where integration is required;
- Give briefings and presentations;
- Be allocated to projects within CAT portfolios;
- Participate in project management training and certification activities;
- Perform any other duties as may be required.

Experience and Education:

- A university degree in Geo-related scientific or engineering discipline, preferably equivalent to a Master's, and supplemented by relevant postgraduate qualifications;
- Extensive relevant and recent experience (at least 3 years) in:
 - GIS applications and concepts;
 - Developing and delivery of basic and advanced GIS courses for military users;
 - Sound understanding of diverse GIS applications and their extensions, such as ESRI, MAPINFO;
 - Knowledge of GIS HW peripherals such as Scanners, Plotters, GPS;
 - Analogue/digital mapping/cartography and GIS data preparation.
- Experience with formulating GIS processing operating procedures;
- Proven ability to communicate effectively orally and in writing with good briefing skills.

Desirable Experience and Education:

- Technical supervisory experience and ability to work in cross functional teams;
- Open to new ideas and new ways of doing things;
- Conversant with NATO policy and procurement procedures;
- Prior experience of working in an international environment comprising both military and civilian elements;
- Knowledge of NATO responsibilities and organization, including ACO and ACT;
- Knowledge of Strategic Commands (ACT & ACO/SHAPE) and NATO Geo responsibilities and organization.

Language Proficiency:

- A thorough knowledge of one of the two NATO languages, both written and spoken, is essential and some knowledge of the other is desirable.
- **NOTE:** Most of the work of the NCI Agency is conducted in the English language.

Competencies or Personal Attributes:

- Drive for Result - Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.
- Problem Solving - Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers.
- Customer Focus - Is dedicated to meeting the expectations and requirements of internal and external customers; gets first-hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.
- Informing - Provides the information people need to know to do their jobs and to feel good about being a member of the team, unit, and/or the organization; provides individuals information so that they can make accurate decisions; is timely with information.
- Process Management - Good at figuring out the processes necessary to get things done; knows how to organize people and activities; understands how to separate and combine tasks into efficient work flow; knows

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what to measure and how to measure it; can see opportunities for synergy and integration where others can't; can simplify complex processes; gets more out of fewer resources.

Travel:

- Business travel to NATO and national (NATO and non-NATO) facilities as well as frequent travel between the NCIA offices;
- May be required to undertake duty travel to operational theatres inside and outside NATO boundaries.

Professional Contacts:

The incumbent is responsible for:

- Maintaining close contact with the Agency's Customers to exchange information on funded and approved projects/services;
- Maintaining a close relationship with the appropriate levels of NATO bodies involved in NATO C4ISR processes;
- Representing the Agency in assigned NATO committees, steering groups/boards as required;
- Maintaining contact as required with representatives of industrial organizations within the NATO nations;
- Liaison as required with national organizations with related role and responsibilities in system implementation and acquisition.

Supervisory/Guidance Duties:

- Provide professional guidance and instruction to scientific assistants and other staff assigned to the CAT and, where required, to supervise such staff within projects.

Working Environment:

- Normal office environment;
- Occasionally military exercise or operations environment.

Security Clearance Level: NATO Secret

Starting Salary and Contract Offer:

- Starting basic monthly salary is 5,092.92 Euro and is exempt from income tax. Additional allowances may apply depending on the personal circumstances of the successful candidate.
- This post is offered for an initial period of 3 years, which may be renewed for subsequent periods, subject to satisfactory performance and the need to rotate skills and talent within the Agency. Serving civilian members of NATO will be offered a contract in accordance with the NATO Civilian Personnel Regulations.

How to apply:

To apply for this position, **you must complete an application form** together with Post Requirements Form (quoting reference "A2-CAT6-1859-12-NLD") and send it to recruitment@ncia.nato.int by close of business:

Tuesday, 13 November 2012

It is intended that the initial pre-screening interviews will take place in the week of 3rd December 2012.

- Candidates who are serving civilian members of NATO are requested to mention their telephone extension in their applications. Applications from serving civilian members of NATO should be made through the candidate's Head of Service, or through the Human Resources/Personnel Section of the NATO Body, whichever is appropriate.
- Applications from candidates who do not meet the required qualifications will not be taken into consideration.
- Please note that curriculum vitae will not be accepted, unless accompanied by a completed application form and post requirements form. Applications not submitted on the NATO application form will not be taken into consideration. NATO CI Agency application forms can be downloaded from the internet at <http://www.ncia.nato.int/Opportunities/Pages/Vacancies.aspx>

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