SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number:

Vacancy Number: G159/26

Post Number: OSC OOAX 0140

Job Title: Analyst

NATO Grade: G15

Basic Monthly Salary (12 x per year): 6,713.06€, tax free

Closing Date: 6 November 2026

1. Post Context:

The Strategic Headquarters Allied Powers Europe (SHAPE) is NATO's strategic command responsible for planning and directing NATO operations, missions, and activities to support the Alliance's objectives.

The Operations Directorate monitors the strategic environment and manages current operations for Supreme Allied Commander Europe (SACEUR), providing operational and policy advice.

The Political and Security Analysis Branch (PSA) supports this work by analysing political and security developments to help the SHAPE Command Group understand emerging and ongoing crises, especially where they affect NATO interests.

The Analyst focuses on adversary and competitor dynamics in the context of the Alliance and SACEUR's responsibilities.

2. Principal Duties:

1. Within an assigned geographic or thematic area, leads analyses and forecasts political and security developments that impact SHAPE's crisis identification, operational planning, assessment, and strategic awareness.
2. Prepares clear and compelling reports, point papers, and briefings about how political and security developments affect the Alliance, its military instrument of power, and operational planning.
3. Cultivates and maintains an external network of experts from universities, think tanks, research organisations, international organisations, and national governments.
4. Maintains routine communication and timely exchange of information with counterparts throughout ACO, NATO Headquarters, and other NATO entities.

3. Special Requirements and Additional Duties

The employee may be required to perform a similar range of duties elsewhere within the organisation at the same grade without there being any change to the contract.

The incumbent may be required to undertake deployments in support of military operations and exercises, and/or TDY assignments, both within and without NATO boundaries. Such operational deployment may exceed 30 days duration up to 183 days in any period of 547 days, and may be on short notice. For NATO International Civilian Staff, acceptance of an employment contract linked to this post constitutes agreement to deploy in excess of 30 days if required.

4. Essential Qualifications

a. Professional Experience

1. Recent experience in a government, non-government, international, or private sector organisations with a responsibility related to political and security analysis.
2. Experienced in regions of relevance to the Alliance ideally with expertise in relevant areas of conflict analysis, primarily political, economic and social dimensions.

b. Education and Training

1. University Degree in a **related discipline** and 2 years of post-related experience, or Higher Secondary education and completed advanced vocational training in that discipline leading to a professional qualification or professional accreditation with 4 years post-related experience.
2. In case of ambiguity the required post-specific experience has priority over the standard education and training levels and experience described here.

c. Language

1. English - SLP 3333 - (Listening, Speaking, Reading and Writing)

5. Desirable Qualifications

a. Professional Experience

1. Substantial experience with analysis of political and security dynamics related to Russia, deterrence, and escalation dynamics.
2. Experience in NATO strategy, consultation, planning, and operations.
3. Lead authorship of at least 3 publications (related to political and security analysis) in external peer-reviewed journals or equivalent government venues.
4. Experience applying artificial intelligence tools and methods to complex analytical problems, including integrating AI into analytical workflows and critically evaluating outputs for accuracy, bias, and relevance.

b. Language

1. English - SLP 4444 - (Listening, Speaking, Reading and Writing)

6. Attributes and Competencies

• Personal Attributes: Motivated, flexible, highly collaborative team player and effective communicator. Able to convey complex problems simply; open to new analytical and problem-solving techniques.

• Professional Contacts: Collaborates as required with subject matter experts and customers across SHAPE staff, ACO-subordinate commands and other information partners (i.e. international, governmental and non-governmental organizations, centres of excellence, and academia) to obtain necessary information/analysis to support ACO's knowledge requirements.

• Contribution To Objectives: Lead of analytical work on specific elements of the Operations Directorate's processes, the incumbent is the academic integrator of experts from other contributing disciplines and organizations cooperating in the analysis area. He/she delivers the contents of the comprehensive and dynamic situation awareness to commanders and planners by means of briefings, planning sessions, or short deployments to the operations area

HOW TO APPLY FOR A NATO CIVILIAN POST AT SHAPE:

Applications are to be submitted using NATO Talent Acquisition Platform (NTAP) (https://nato.taleo.net/careersection/2/jobsearch.ftl?lang-en). Applications submitted by other means (e.g. mail, e-mail, fax, etc) are not accepted.

More information to be found on these links:
6 Tips for Applying to NATO
Application Process

Shortlisted candidates will be requested to provide original documentary evidence and a set of copies supporting statements in their applications. Appointment is subject to obtaining a NS security clearance and a medical certificate.

REMARKS:

- **Duration of contract:** Serving staff members will be offered a contract according to the NATO Civilian Personnel Regulations (NCPR). Newly recruited staff will be offered a definite duration contract of three years normally followed by an indefinite duration contract.
- The salary will be the basic entry-level monthly salary defined by the NATO Grade of the post, which may be augmented by allowances based on the selected staff member's eligibility, and which is subject to the withholding of approximately 20% for pension and medical insurance contributions.
- NATO is committed to diversity and inclusion, and strives to provide equal access to employment, advancement, and retention, independent of gender, age, nationality, ethnic origin, religion or belief, cultural background, sexual orientation, and disability. NATO welcomes applications of nationals from all member Nations.
- Building integrity is a key element of NATO's core tasks. As an employer, NATO values commitment to the principles of integrity, transparency, and accountability in accordance with international norms and practices established for the defence and

related security sector. Selected candidates are expected to be role models of integrity, and to promote good governance through ongoing efforts in their work.

- Applicants who prove to be competent for the post but who are not successful in this competition may be offered an appointment in another post of a similar nature, which might become vacant in the near future, albeit at the same or lower grade, provided they meet the necessary requirements.

- We believe that all people are capable of great things. Because of this, we encourage you to apply even if you do not meet all of the criteria listed within this job description.
- Shortlisted candidates will be requested to provide original documentary evidence and a set of copies supporting statements in their applications. Appointment is subject to obtaining a NS security clearance and a medical certificate.
- Only nationals from the 32 NATO member states can apply for vacancies at SHAPE.
- Applications are automatically acknowledged within one working day after submission. In the absence of an acknowledgement please make sure the submission process is completed, or, re-submit the application.
- Qualified redundant staff of the same grade interested in this post should inform this office, via their HR/Personnel Office by not later than vacancy's closing date.
- NATO will not accept any phase of the recruitment and selection prepared, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. NATO reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI applications may be rejected without further consideration at NATO's sole discretion, and NATO reserves the right to take further steps in such cases as appropriate.
- As part of the recruitment process, the organization may review publicly available information to assess potential conflicts of interest, reputational risks, or behaviors inconsistent with the organization's values.