



**Science and Technology
Organization**

Neuilly-sur-Seine – France

VACANCY NOTIFICATION

Post Title: Staff Officer Capability Coordination Group (Maritime), Chief of Staff (COS) Office - STO Collaboration Support Office (CSO)
Grade: NATO Grade G 17
Duty location: Paris (Neuilly-sur-Seine), France
Duty start: 01 October 2026
Closing date: 07 August 2026
Post ref.: CSO-GCX-0080
Vacancy ref: 261081

The competition for this post is provisionally scheduled during the week 40/2026 at the CSO in Paris (FR) and will comprise an online language test and in-person interview by the selection committee.

1. POST CONTEXT AND RESPONSIBILITIES

The NATO Science & Technology Organization (STO) is a NATO subsidiary body to the North Atlantic Council (NAC), and is governed by the NATO Science and Technology Board (STB). The STB reports to the NAC through the Military Committee (MC) and the Conference of National Armaments Directors (CNAD).

The mission of the STO is to help position the Nations and NATO Bodies' S&T investments as a strategic enabler of the knowledge and technical advantage supporting the defence and security posture of Allies and partner Nations. As described in the STO Charter, the STO Collaboration Support Office (CSO) is one of the three Executive Bodies of the STO.

Within the framework of the STO Collaborative business model, the CSO provides executive and administrative support to the S&T activities conducted through the eight STO Scientific and Technical Committees (STCs). The CSO facilitates the world's largest and most vibrant scientific network for defence and security. More than 5 000 scientists and engineers from NATO and Partner Nations are engaged in approximately 460 carefully selected S&T Activities in the Collaborative Programme of Work (CPoW). Together, they work to solve real-world problems that Nations face today, and to better prepare their Armed Forces to meet future challenges. In its areas of expertise, the CSO provides assistance and support to the NATO Science and Technology Board (STB), its Chair, the Chief Scientist, and his/her office.

CSO is currently and for the coming years facing a very exciting and challenging period with the implementation of a new ambition decided by NATO Nations and reflected in a 2030 vision and strategy.

The Science & Technology Organization (STO) Collaboration Support Office (CSO) is looking for a Staff Officer to support the new Capability Coordination Group (CCGs) in the STO Collaborative Programme of Work Structure.

The CCGs are a key component of the CPoW restructuring which introduces domain specific Capability Coordination Groups (CCG) to facilitate the exploitation of CPoW results in the capability development community and provide feedback to the CPoW community on urgent gaps and requirements for military capabilities.

The Staff Officer, Capability Coordination Group's (SO-CCG) primary responsibility is the coordination of S&T research and capability development in the Maritime domain between the eight STO Scientific and Technical Committees (STCs) and those key elements in the NATO structure and Alliance Nations responsible for capability development in the Maritime domain. These duties may include analysis, monitoring and reporting on S&T research in the CPoW to exploit the research and coordinating with NATO bodies and Alliance Nations in their Maritime domain to develop possible areas for S&T research and development.

The SO-CCG will demonstrate a deep knowledge of both the STO S&T communities and the NATO capability development communities. This position is tightly connected to the Military Thinking and Command KRA, EDTs and Innovation subareas. The SO-CCG will play a vital role linking the S&T research communities in the STO Collaborative Programme of Work to the NATO Capability Develop Community to help facilitate the rapid adoption of new technologies as capabilities. It will also assist in informing the STO S&T community of urgent capability gaps and requirements to better focus STO collaborative research.

Functions include:

- Develop and maintain a network of members from across the Alliance Nations and the NATO Enterprise that make up the domain CCG;
- Work with the CCG members to identify priority capability development gaps and needs for S&T research to support these gaps;
- Develop a strong knowledge of the CPoW research activities that support their respective domain and inform and advise the capability development community on S&T opportunities;
- In close coordination with the STC leadership and sub-groups, contribute to developing S&T roadmaps to address capability development priorities in the PoWs against these roadmaps. This includes mapping and analysing STC PoWs with regard to their warfare/capability development domains;
- Coordinate the communication of research and S&T knowledge from the CPoW and STCs relevant to the domain capability development community to more rapidly exploit CPoW results to develop new capabilities;
- Coordinate the communication of capability and technology gaps identified by the CCG members to the CPoW community to better inform CPoW research to address capability development needs. This includes recommending activities to STCs to address gaps identified in the roadmaps;
- Facilitate the connection of STC Level 2 or 3 members to capability development groups in NATO developing specific capabilities relative to the STC areas of expertise;

- Assist in creating technical activity proposals (TAPs) for S&T research (in particular to specify the military relevance of the TAP topics) that may address technology/capability gaps or operational problems and coordinating those TAPs with the relevant STCs;
- Assess new STC TAPs for domain specific applications and military relevance to CAPDEV community and provide feedback to STCs;
- Coordinate with the COS Office Policy & Outreach Officer and the CSO IKM Office the dissemination of his/her analysis, studies and advice, in the appropriate format tailored to the targeted audience.

2. REPORTING LINES

The Staff Officer – CCG reports to the Chief of Staff.

3. QUALIFICATIONS

ESSENTIAL

The incumbent must demonstrate:

Professional /Experience

- A minimum of 5 years in the specific military operational domain area as well as at least five years of work experience in defence S&T research in a multinational environment.
- The incumbent should also have experience in the area of military capability development with the view to bridge scientific research with weapon systems conception.
- Knowledge of science and technology organizations.
- Experience in high level multinational contacts and cooperation.
- Knowledge of programmes and activities in the area of military capability development within NATO Member States' and EOPs' S&T communities.
- Broad operational knowledge of military technology.
- Must have proven skills in authorship of clear and concise documents, and giving effective presentations.
- Adaptability to travel and ability to operate autonomously in a foreign environment where minimum local support is provided.

Education/Training

- A university degree (Master level) or equivalent in a scientific domain of interest to STO is mandatory.
- Managerial training and education in the same or related career field at various levels of responsibility.

Language

Excellent knowledge of one of the two official NATO languages (SLP 4444) and fair knowledge of the other (SLP 2222).

DESIRABLE

The following would be considered an advantage:

Professional /Experience

- Operational Military Experience
- Experience in science and technology organizations.
- Practical management experience in analysis, planning, and programming and budgeting.
- Knowledge of NATO Organizations, Policies and their supporting implementation documents.

Education/Training

- A university degree (PhD level) or equivalent in a scientific domain of interest to STO is mandatory.

Language

- Excellent knowledge of both NATO official languages.
- Knowledge of other European language(s).

4. COMPETENCIES

1. Personal Attributes

- Leadership.
- Initiative.
- Tact and capacity to co-operate and work harmoniously with high-level civilian and military personnel of different NATO nations.
- Reliability.
- Trustworthiness, discretion and high sense of responsibility.
- Demonstrated capability to supervise personnel.

2. Managerial Responsibilities

- Not applicable

3. Professional Contacts

- The incumbent is responsible for an extensive network of professional contacts within NATO and international delegations of government, academia and industry representatives.
- The incumbent must use diplomacy, initiative, flexibility, and a highly imaginative approach to problem solving in negotiating with the network of professional contacts.

4. Contribution to the objectives

- As the SO-CCG, this position will strongly support efforts to maximise the CPoW's military relevance by improving and accelerating the exploitation of CPoW results (rapid S&T adoption) in all phases of capability development and delivery, facilitating coordination and collaboration within the CPoW (across STCs), and focus outreach to stakeholders outside the CPoW, in particular those exploiting CPoW results. By doing this, it will help ensure that the CPoW remains the "forum of choice for collaborative defence and security S&T" for NATO and partner Nations, as set forth in the STO CPoW Strategy 2024-2030.

5. SECURITY CLEARANCE LEVEL

The applicant must be eligible for a NATO Secret security clearance.

6. WORKING ENVIRONMENT

The CSO operates in an international, dynamic, multi-cultural environment. Normal office work environment involving occasional long working hours and frequent business travel abroad, including on weekends. The CSO is a non-smoking workplace.

7. EMPLOYMENT TERMS AND CONDITIONS

The position is at grade G 17. The starting basic monthly salary is Euro 9,314.85 (salary value as per 2026, subject to future adjustments in accordance with NAC decisions), exempt from income tax. Specific allowances may apply, depending on personal circumstances of the incumbent.

The post holder will benefit from 30 days annual leave, life and medical insurance, a retirement pension plan, education allowance for dependent children and biennial home leave if eligible.

The post is a Project Linked NATO International Civilian (PLN) position of three years including a six months probationary period. PLN contracts end automatically upon completion of the project or after the three-year period has expired.

The CSO Director will appoint the selected candidate through the signature of his/her contract. This contract will be ruled by the NATO Civilian Personnel Regulations.

The appointment is subject to the receipt by the CSO of a security clearance at NATO SECRET level (provided by the national Authorities of the incumbent) and to the delivery of a certificate of medical fitness by the CSO Medical Advisor.

8. APPLICATION PROCEDURE

Only nationals of the 32 NATO member countries can apply for this position.

Applications **must** be submitted here: <https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en>.

A Selection Committee will evaluate the applications. Applicants who pass an initial screening by the Selection Committee will be evaluated by an assessment centre and invited to attend an interview with the Selection Committee in Paris, France (tentative date, week 40/2026).

Applications must include a resume, application letter and educational certificates.

NATO will not accept any phase of the recruitment and selection prepared, in whole or in part, by means of reference documents without proper quotes (plagiarism), or any tools available on internet, including but not limited to translation facilities, or generative artificial-intelligence (AI) 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 tools will be rejected without further consideration, and NATO reserves the right to take further steps in such cases as appropriate

NATO as employer values diverse backgrounds and perspectives and is committed to recruiting and retaining a diverse and talented workforce. NATO welcomes applications of nationals from all NATO Nations and strongly encourages women to apply. According to the NATO Civilian Personnel Regulations, Staff members are appointed on the condition that they are over 21 and under 60 years of age at the time of taking up their appointment. However, appointment may be offered to candidates of 60 years of age or more provided that the expiry date of the contract is not later than the date at which the candidate attains the age of 65.