



International Military Staff
Etat-Major Militaire International

Brussels - Belgium



GIS OSINT Specialist – 250641

Primary Location: Belgium-Brussels

NATO Body: International Military Staff (NATO IMS)

Schedule: Full-time

Application Deadline: 01-Feb-2026, 11:59:00 PM (Brussels time)

Salary (Pay Basis): 6,713.06Euro (EUR) Monthly

Grade: NATO Grade G15

Division: Joint Security and Intelligence Division (JISD)

Intelligence Production Unit (IPU)

VACANCY NOTIFICATION

OPEN TO NATIONALS OF NATO MEMBER STATES ONLY

Please note that the competition for this post will take place in Brussels and is provisionally scheduled for the second quarter of 2026.

1. Post Context.

The Joint Intelligence and Security Division (JISD), under the leadership of the Assistant Secretary General for Intelligence and Security (ASG-I&S), comprises two principal pillars: Intelligence – headed by the Deputy ASG for Intelligence; and the NATO Office of Security (NOS) – headed by the Deputy ASG for Security.

Intelligence ensures the situational awareness of the North Atlantic Council and the Military Committee, for the analysis of the indications and warnings in support of the NATO Crisis Response System, and for the development of intelligence policies and

capabilities for NATO. Its functional areas address: intelligence analysis and production, intelligence policy, and capability development.

The incumbent will work within the Geo & Space Services Section of the Situation Centre as the focal point for all Geospatial Intelligence matters. The Section is responsible for ensuring the provision and designation of geospatial information through the NATO Secret network at NATO Headquarters, in support of senior decision-makers, intelligence analysts, relevant committees, task forces and exercises. The Geospatial Section ensures the provision, availability and quality of geospatial information essential to the planning and execution of critical activities closely related to the Council, the Military Committee and NATO Delegations. They are also responsible for management of the Geo Section IT resources, budget and staff as well as maintaining liaison with the Geospatial Departments of the Strategic Commands and other international organisations as mandated by the NATO Geospatial Policy (MC 296/4) and NATO GEOINT Policy (MC 0677). Additionally, the Head, Geospatial Section contributes to the definition of NATO wide Geospatial policy.

The GIS OSINT Specialist, under the authority of the Director of the IPU for intelligence matters, and directly supervised by the Geo & Space Services Section Head is responsible for conducting the open-source research and analysis to enable the production of GEOINT products and integration of open-source information into data-driven GEOINT systems at NATO HQ. S/He will act as the focal point for OSINT related matters at NATO HQ Geospatial Section and will closely coordinate efforts with other GEOINT and OSINT entities from NATO Intelligence Enterprise.

2. Principal Duties.

Contributing directly to the delivery and implementation of geospatial-related efforts under NATO's Digital Transformation as an IMS Key Requirements Area in the NATO 2030 Agenda by:

- a. Coordinating the integration and exploitation of Open-Source information into the GEOINT systems developed in the SITCEN Geo & Space Services Section;
- b. Coordinating with the Strategy and Policy Unit (SPU) in JISD, the Cyber and Digital Transformation (CDT) Division in NATO HQ and other relevant stakeholders for the definition, prioritization and deconfliction of Data Exploitation projects and efforts related to the NATO Digital Transformation and the NATO 2030 initiatives;

- c. Participating on behalf of the Geo & Space Services Section in the Data exploitation working group, the Innovation board and any other relevant meetings in NATO HQ;
- d. Providing advice and expertise and representing the Geo Section Head in OSINT related working groups and committees;
- e. Conducting open-source research and analysis on a wide range of topics, as required by the Intelligence Production Unit in JISD and the SITCEN Geo & Space Services Section;
- f. Researching, compiling, organizing and analysing intelligence and information and producing assessments, situational reports, maps, charts and specialized dashboards;
- g. Assessing information quickly and accurately for credibility, relevance and importance and produce timely, useful and relevant reports and assessments;
- h. Participating in technical trainings, seminars and conferences and actively work to keep his/her GIS, GEOINT and OSINT knowledge up to date;
- i. As directed by the Section Head, engaging and collaborating with relevant GEOINT departments across NATO Enterprise, NATO nations, as well as from other International Organizations, such as EU and others;
- j. Performing any other duties as directed by the Geo Section Head.

3. Special Requirements and Additional Duties.

- a. Performing other related duties as directed.
- b. Undertaking TDY assignments both within and outside of NATO's boundaries and work irregular hours whenever necessary.
- c. Performing duties in the NATO HQ Crisis Management Organization.
- d. Attending, as directed, additional training and specialised Courses in the field of GIS and OSINT.

4. Essential Qualifications.

a. Professional / Experience.

- At least 2 years' experience in open source and social media research, analysis or investigations;

- Knowledge on classified and open-source research and data analysis methods and techniques;
- Demonstrated proficiency in data analysis tools and techniques;
- Demonstrated ability to research a voluminous amount of databases to identify trends and patterns and prepare graphs, maps, dashboard and other compelling visualizations;
- Relevant experience working with geospatial analysis tools, such as the ArcGIS Platform;
- Experience working in an international environment comprised of both military and civilian elements;

b. Education / Training.

A Bachelor's degree (at least to ISCED level 6, categories 64, 65 and 66, subcategories 5/6) in Political Sciences, Social Sciences, Geography, Business/Public administration or a closely related field.

c. Language.

A very good command of both spoken and written English (proficient). The candidate will be required to pass a one-hour multiple choice computer-based test in English and French at the required level as well as to demonstrate their abilities in the written test and interview.

5. Desirable Qualifications.

a. Professional/Experience.

- Familiarity with statistical analysis tools;
- Knowledge of NATO's geographical responsibilities and organizations;
- Ability to communicate clearly and effectively, both orally and in writing to a wide range and number of audiences, in technical and non-technical areas.

b. Education/Training.

Post-graduate/Master's degree in intelligence, communications, geography, sociology, business/public administration and/or professional accreditation in GEOINT or OSINT.

c. Language.

An elementary level of French.

6. Personal Attributes/ Competencies.

1. Have awareness and good judgment of political and social sensitivities of different NATO bodies, entities and Nations and be able to discern how these interests and responsibilities interact;
2. Have a sense of diplomacy, propriety and team culture in order to work harmoniously and effectively with colleagues and other staff at all levels, both military and civilian of various nationalities and cultural backgrounds;
3. He/she must demonstrate the following competencies:
 - Achievement: Works to meet standards;
 - Analytical Thinking: Sees multiple relationships;
 - Clarity and Accuracy: Checks own work;
 - Conceptual Thinking: Applies learned concepts;
 - Customer Service Orientation: Takes personal responsibility for correcting problems;
 - Empathy: Is open to others' perspectives;
 - Impact and Influence: Takes multiple actions to persuade;
 - Initiative: Is decisive in a time-sensitive situation;
 - Teamwork: Solicits inputs and encourages others.

7. Managerial Responsibilities.

The incumbent will be required to coordinate the research activity for GEOINT and OSINT projects within the Geo & Space Services Section. She/He might be responsible to manage the activity of interns and temporary staff within the Section.

8. Professional Contacts.

Regularly external contacts with equivalent functions at Strategic level HQs, mainly at SHAPE and occasionally with other GEOINT offices within the NATO chain of command, such as NATO Intelligence Fusion Centre (NIFC) GeoINT Branch, as required. Maintain liaison with the NATO Data and AI, Innovation and Digital Transformation Communities.

9. Contribution to the Objectives.

The incumbent will directly contribute to the daily operations of the Geo Section for the delivery and implementation of geospatial-related efforts under NATO's Digital Transformation as an IMS Key Requirements Area in the NATO 2030. She/he will be contributing towards the achievements of the Section's mission and ensuring the development of OSINT and GEOINT efforts to increase the situational awareness of senior leadership in NATO HQ.

10. Remarks.

- Security Clearance – NATO SECRET (if not currently held, the incumbent must be eligible for this level of clearance).
- Work Environment – Multinational work environment and work with groups where members represent sovereign Nations.

11. How to apply.

Applications must be submitted **by 01 February 2026 (23:59 Brussels time)** using one of the following links, as applicable:

- For NATO civilian staff members only: please apply via the internal recruitment portal (for more information, please contact your local Civilian HR Manager);
- For all other applications: www.nato.int/recruitment

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, resubmit the application.

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.

Please note that at the time of the interviews, candidates will be asked to provide evidence of their education and professional experience as relevant for this vacancy.

12. Additional Information.

The successful candidate will fill this post as a Project linked NATO International Civilian (PLN) with a three-year definite duration contract within the NATO 2030 Agenda. On expiry of this term, the PLN will be deleted or absorbed into the ceiling pending approval or, exceptionally, will be considered for extension. The above remains applicable also if the successful candidate is seconded from a national administration. Serving NATO international civilian personnel will be offered a contract in accordance with the NATO Civilian Personnel Regulations.

Appointment will be subject to the deliverance of the appropriate security clearance by the national authorities and approval of the medical file by the NATO Medical Adviser.

A written test will be held as part of the selection procedure.

Applicants who meet the necessary requirements and who prove to be competent for the post but who are not successful in this particular competition, may be considered for posts of a similar nature, albeit at a lower grade, which may become vacant in the near future.

NATO as an 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 Member States and strongly encourages women to apply.

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.

Due to the broad interest in NATO and the large number of potential candidates, telephone or e-mail enquiries cannot be dealt with.

The nature of this position may require the staff member at times to be called upon to travel for work and/or to work outside normal office hours.

The IMS at NATO Headquarters in Brussels, Belgium, is committed to providing equality in working opportunities regardless of sex, race or ethnic origin, religion, disability, age or sexual orientation.

The IMS is a non-smoking environment.