



VACANCY NOTIFICATION/ NOTIFICATION DE LA VACANCE DU POSTE

General Counsel-261227

Primary Location: Belgium-Brussels

NATO Body: Battlefield Information Collection and Exploitation System (BICES)

Schedule: Full-time

Application Deadline: 13-Sep-2026, 11:59:00 PM

Salary (Pay Basis): 9,253.21Euro (EUR) Monthly

Grade NATO Grade G20

Description:

1. SUMMARY

The BICES Group Executive (BGX), a NATO entity, is the executive body of the BICES Group (BG). The BG exists to enable the sharing and exchange of Intelligence and Information between and amongst the NATO nations, with NATO and with other non-NATO nations and Organizations.

Under the leadership of the Director, BGX is comprised of four key pillars:

- Intelligence and Enterprise Services (IES) Division;
- Programmes, Engineering and Maintenance (PEM) Division;
- Operations and Security Services (OSS) Division;
- Intelligence, Surveillance and Reconnaissance (ISR) Cell.

The General Counsel reports directly to the BGX Director and provides legal advice and services to the Director, Board of Directors, and, as appropriate, other BGX governance bodies, NATO entities and Allied Nations. This is a newly established position within the organization, approved by the Board of Directors during the 54th Meeting of the BOD in Stockholm, 28-30 October 2025. As such, the incumbent will be required to develop/establish the inaugural Terms of Reference for the post, in coordination with the Director.

The General Counsel advises on all legal matters – domestic and international – that affect the responsibilities, functions, and activities of BGX and the BICES Group. This includes:

- International law;
- Personnel and HR-related legal issues;
- Agreements with nations and partner organizations;
- Litigation (including staff-related matters);
- Commercial contracting in support of procurement programs.

As the lead legal advisor, the General Counsel demonstrates initiative, strategic thinking, and creativity. They ensure timely, effective legal counsel that supports BGX's agile and forward-looking operational approach, and provide guidance to BGX staff as needed.

The General Counsel must uphold the principles of the BGX Charter and Memorandum of Understanding (MOU), ensuring they are reflected in all operational activities, policies, and procedures. They are expected to work independently across a broad and demanding portfolio, while coordinating closely with legal offices across NATO.

The General Counsel will serve as the primary lead on all legal matters, demonstrating initiative, strategic thinking, and creativity. She/he will act as an advisor and counsellor for the BGX Director, ensuring the provision of timely, effective legal counsel that supports BGX's agile and forward-looking operational approach. The incumbent will also advise BGX staff, as appropriate.

The General Counsel is expected to provide timely and effective advice and legal services to support BGX's ability to meeting the needs of the future operational challenges. At all times, s/he must ensure that the mandate and principles of the BGX Charter and MOU are upheld and reflected in BGX's operational activities, policies, and procedures.

The General Counsel must be able to work independently on a wide and demanding portfolio. S/he will also ensure appropriate coordination and collaboration with other legal offices of NATO bodies.

2. QUALIFICATIONS AND EXPERIENCE

Essential:

The incumbent must possess:

- A university degree in law from a recognized institution, complemented by relevant professional legal qualifications and licenses;
- A minimum of 8 years of legal experience;
- At least 5 years of experience working in an international environment, supporting a diverse workforce and multidisciplinary organization;
- Extensive expertise in international law, with additional experience in human resources-related legal matters;
- Excellent analytical skills and a demonstrated ability to produce high-quality legal advice;
- Proven ability to advise on governance, administrative, and international legal matters; skill in navigating multi-jurisdictional issues, negotiating and drafting legal instruments, and representing clients in litigation before courts or tribunals;
- Demonstrated resilience in managing demanding workloads and maintaining composure under pressure;
- Excellent oral and written communication skills, with the ability to convey complex legal concepts clearly and concisely;
- Proficiency in NATO's official languages: minimum level V ("Advanced") in English and level I (Beginner) in French.

Desirable:

The following would be considered an advantage:

- Experience working within NATO organizations, national authorities, or comparable environments;
- Knowledge of Belgian law;
- Experience overseeing litigation portfolios and developing litigation strategies;
- Familiarity with strategic issues and security challenges relevant to the Alliance.

3. MAIN ACCOUNTABILITIES**Vision and Direction:**

Develop, communicate and implement a vision aligned with BGX's strategic direction and the broader mission of the BICES Group. Ensure common objectives for the short, mid-, and long-term are established and integrated into BGX's programme of work.

Expertise Development:

Apply legal expertise to identify, interpret and assess the legal implications of applicable rules, regulations, and legal frameworks. Monitor developments in international law and relevant national and commercial laws and regulations that impact BGX's mandate and operations.

Knowledge Management:

Analyze the legal issues affecting BGX operations and mandate, including national and international law. Represent the BGX in the preparation and negotiation of agreements, Memorandums of Understanding (MOUs), Memorandum of Agreement (MOAs) or other legal documents. Supervise drafting of legal texts, internal memoranda and other legal documents relevant to BGX.

Stakeholder Management:

Provide legal counsel to the Director, the Board of Directors, and other senior personnel as appropriate. Support BGX in preparing for, or conducting, legal defenses before internal or external boards or tribunals. Maintain and strengthen relationships across NATO, including with BICES Participants, Associate Participant States, and external legal offices.

Representation of the Organization:

Represent BGX in meetings of relevant Committees, Task Forces, Boards, Panels and Working Groups, as well as at external seminars, conferences or gatherings. Represent BGX in legal cases and other legal issues within BGX, as well in interactions with member nations.

Policy Development:

Develop policies to support BGX's objectives and anticipate the legal implications of policy decisions.

Project Management:

Prepare and contribute to project work. Assume accountability and drive projects and initiatives to completion. Find timely and creative solutions to problems that meet client and Organizational needs and priorities.

Perform any other duty as required.

4. INTERRELATIONSHIPS

Reports directly to the Director. Collaborates closely with NATO legal offices, including the NATO Office of Legal Affairs (OLA) and NATO Office of Security. Represents BGX externally to member nations and stakeholders.

Direct Reports: none

Indirect Reports: none.

5. COMPETENCIES

The incumbent will demonstrate:

- **Analytical Thinking:** breaks down problems, sees multiple relationships; makes complex plans or analyses.
- **Clarity and Accuracy:** shows general concern for order and clarity; monitors others' work for clarity.
- **Customer Service Orientation:** Makes things better for the customer, addressing underlying customer needs.
- **Flexibility:** has the ability to adopt and to work effectively with a variety of situations, adapting one's approach as the requirements of a situation change and initiating organizational changes. Acts with flexibility, adapts to unforeseen situations, and adapts own strategy.
- **Impact and Influence:** has the ability to persuade or convince others to get their support. Takes multiple actions to persuade; uses indirect influence; uses complex influence strategies.
- **Initiative:** takes action to address a current or future problem, obstacle or opportunity.
- **Leadership:** assumes the role of leader. Keeps people informed; promotes team effectiveness; communicates clearly and effectively.
- **Entrepreneurial and Commercial Thinking:** has passion, purpose and an attitude that actively seeks change, embraces critical thinking and questioning, innovation, and continuous improvement.

6. CONTRACT

Contract to be offered to the successful applicant (if non-seconded): Definite duration contract of three years; possibility of renewal.

Contract clause applicable:

The successful applicant will be offered a 3-year definite duration contract, which may be renewed. If the successful applicant is seconded from the national administration of one of NATO's member States, a 3-year definite duration contract will be offered, which may be renewed, subject also to the agreement of the national authority concerned.

Serving staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations.

7. USEFUL INFORMATION REGARDING APPLICATION AND RECRUITMENT PROCESS

Please note that we can only accept applications from nationals of NATO member countries. Applications must be submitted using e-recruitment system, as applicable

- For NATO civilian staff members only: please apply via the internal recruitment portal ([link](#));
- For all other applications: www.nato.int/recruitment

Before you apply to any position, we encourage you to [click here](#) and watch our video providing 6 tips to prepare you for your application and recruitment process.

Do you have questions on the application process in the system and not sure how to proceed? [Click here](#) for a video containing the information you need to successfully submit your application on time.

More information about the recruitment process and conditions of employment, can be found at our website (<http://www.nato.int/cps/en/natolive/recruit-hq-e.htm>)

Appointment will be subject to receipt of a **security clearance** (provided by the national Authorities of the selected candidate), approval of the candidate's **medical file** by the NATO Medical Adviser, verification of your study(ies) and work experience, and the successful completion of the **accreditation** and notification process by the relevant authorities.

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.

8. ADDITIONAL INFORMATION

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, and strongly encourages women to apply.

NATO is committed to fostering an inclusive and accessible working environment, where all candidates living with disabilities can fully participate in the recruitment and selection process. If you require reasonable accommodation, please inform us during your selection process.

Candidates will be required to provide documented medical evidence to support their request for accommodation.

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.

Applicants who are not successful in this competition may be offered an appointment to another post of a similar nature, albeit at the same or a lower grade, provided they meet the necessary requirements.

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 organization offers several work-life policies including Flexible Working arrangements (Flexitime) subject to business requirements.

Please note that the International Staff at NATO Headquarters in Brussels, Belgium is a non-smoking environment.

For information about the NATO Single Salary Scale (Grading, Allowances, etc.) please visit our [website](#). Detailed data is available under the Salary and Benefits tab.

NATO does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. For more info please [click here](#).