



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 261142

Vacancy Number: G131/26

Post Number: OSC OIER 1010

Job Title: GEO Technician (Geospatial Data Modelling Manager)

NATO Grade: G12

Basic Monthly Salary (12 x per year): 5 393,24 €, tax free

Closing Date: Wednesday, 19 August 2026 at 23:59h (Belgium, Brussels time)

1. POST CONTEXT

SHAPE is NATO's strategic military headquarters for Allied Command Operations. It supports the Supreme Allied Commander Europe by helping NATO monitor security developments, plan responses, and direct operations.

The Operations Directorate tracks current operations and possible crises, supports operational planning, and provides assessments to NATO leadership.

The J2 Division provides intelligence advice, warning, and situational awareness to SHAPE leadership and Allied Command Operations.

The Geospatial, Meteorological and Oceanographic Branch within J2 is responsible for NATO's use of geographic, weather, and oceanographic information across operations and activities.

The J2 Geospatial Support Section provides the requirements management of the NATO Strategic Database and provides geospatial support and advice to SHAPE and the wider ACO community including all operations and activities.

The incumbent is responsible for assessing the location-based information data architecture and developing the detailed data schema in order to enable data-centric working from a geospatial or location-based perspective.

2. PRINCIPAL DUTIES

The incumbent's duties are:

Data management and metadata management

To contribute significantly with the assessment of Location-Based Information across NATO COIs as guided by SHAPE Geospatial Data Manager / GIS Officer / Geospatial Support

Section Head, their management and day-to-day activities. Understand metadata management and the tool options to support its delivery. Design and maintain the appropriate metadata repositories to enable the organization to understand its data assets.

Systems handling

To manage data on exchange platforms such as (but not limited to) PANGAEA and other, allied or nations' owned platforms and work data with them, contribute to their evolvement and effective use as required.

Data schema development and data modelling

Develop coherent data schemas (including identification of data owners) in order to enable data-centric working from a geospatial or location-based perspective, in support of the NATO Data Exploitation Policy. This will be linked to the Digital Transformation systems architecture. Produce data models and understand where to use different types. Understand different tools and apply and compare different data models, including analysis and reverse-engineering of a data model from a live system in order to understand industry-recognized data modelling patterns and standards.

Facilitation among data owners

Exchange within the data owner communities from a geospatial perspective to make data interoperability and implement relevant NATO standards (e.g. JGSWG artifacts) are known, accessible and well-advised. This comprises interaction with a broad range of COIs to improve understanding and compatibility between community groups.

Liaison

Liaise effectively with key stakeholders from all relevant groups, including operations, requirements and standards bodies, and communities across SHAPE and the Alliance in a broader sense.

Communication

Communicating between stakeholders and able to make the technological accessible to non-technical audiences across the organization understanding the context, making complex information and language understandable. Can advocate on behalf of a team.

Data governance

Understand, develop and apply data governance, how this relates to data architecture and how it works in relation to other organizational governance structures. Participates in or delivers a service, project or program not limited to the geospatial COI, but also cross-functionally and as required in close cooperation with e.g. Functional Services managers.

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

Potential additional tasks:

Data innovation

Explore new, more efficient and effective ways of deriving value from data.
Optimize and design data to support business opportunities.

Strategic approach

Take an overall perspective on business issues, events and activities, and discuss their wider implications and long-term impact. Effectively focus on outcomes rather than solutions and activities.

Communicating data

Use the most appropriate medium and tooling to visualize data, to tell compelling stories that are relevant to business goals and can be acted upon. Can present, communicate and disseminate data effectively, appropriately and with high impact.

Data analysis and synthesis

Translate data into valuable insights that inform decisions. Can identify and use the most appropriate analytical techniques, and have an understanding of analytical tools. Can demonstrate numeracy. Show an awareness of advances in digital analytics tools and data manipulation products, and can keep up to date with them. Can collect, collate, cleanse, synthesize and interpret data to derive meaningful and actionable insights.

The work is normally performed in a Normal NATO office working environment.

Normal Working Conditions apply.

The risk of injury is categorised as No Risk.

4. ESSENTIAL QUALIFICATIONS**a. Professional/Experience**

- 1) Minimum 3 years of experience in Geospatial intelligence (producing quality-assured geospatial information with verified feature data of the military intelligence or other intelligence sources for compliance with a requirement).
- 2) Minimum 3 years of experience in data management and analysis of information structure (including logical analysis of taxonomies, data and metadata)

b. Education/Training

Higher Secondary education and completed higher vocational training in geography, computer science, information technology, business administration or related discipline leading to a formal technical or professional certification with 3 years post related experience, or Secondary education and completed advanced vocational training in that discipline leading to a professional qualification or professional accreditation with 5 years post related experience.

In case of ambiguity the required job specific experience have priority over the standard education and training levels described here.

c. Language

English – SPL 3333 – (Listening, Speaking, Reading and Writing)

5. DESIRABLE QUALIFICATIONS

a. Professional/Experience

- 1) Experience in the development and fielding of Geographic Information Systems.

6. COMPETENCIES

Personal Attributes: Tact and discretion required for dealing with sensitive data and classified material, in particular needs to build long term relations with nations producing geospatial information.

Professional Contacts: Incumbent will work to direction given by Section Head but is expected to use initiative to work beyond just the specified tasks and engage with implied tasks to achieve the aim. Incumbent is expected to work broadly and seek out points of contact within different COIs to engage and interact with at both the technical and policy level to improve relations and interoperability between communities that need to work collaboratively with data. Key to the role is to ensure continuity across a wide range of different COIs and to ensure that efforts within these groups is in line with direction and guidance from working groups concerned.

Contribution to Objectives: This is a key position within Intelligence Directorate J2, providing capacity, stability and necessary technical expertise for the daily operation of the Geospatial team within SHAPE and wider SHAPE and NATO community. Incumbent is the principle point of contact between the owners of information, the systems administrators of ACO CIS, (including FS and COPs) and the Geospatial community, acting as a subject matter expert for all data interoperability and exploitation related issues. The incumbent is a key enabler for achieving the goal 'operating off the same map' from the technical data point of view including necessary analysis, finding solutions and providing recommendations affecting all ACO. A knowledge of NATO GIS systems, GI content, data structures and workflows is desirable and will be essential in order to do the task (can be obtained as workplace induction/on the job training).

Duration of contract: The successful candidate will fill this post as a Project Related 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 will exceptionally be considered for extension.

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.

ADDITIONAL INFORMATION

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.

A copy of the qualification/certificate covering the highest level of education required by the job description must be provided as an attachment. Essential information must be included in the application form. Particular attention should be given to Education and Experience section of the application form. The application should be in English. Shortlisted candidates will be requested to provide original documentary evidence and a set of copies supporting statements in their applications. After submitting your application, you will receive an acknowledgement of receipt of your application.

Remarks:

- A) Only nationals from the 32 NATO member states can apply for vacancies at SHAPE.
- B) 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.
- C) Candidates' individual telephone, e-mail or telefax enquiries cannot be dealt with. All candidates will receive an answer indicating the outcome of their application
- D) 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
- E) 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.