

POST NO. OJS HKCR 0010

JOB TITLE: Head (Senior Intelligence Analyst (PMESII) Team 2

NATO GRADE: G-17

DIRECTORATE: NATO STRATEGIC DIRECTION SOUTH (NSD-S) HUB

DUTY LOCATION: HQ JFCNP Lago Patria

SECURITY CLEARANCE: NATO COSMIC TOP S E C R E T

1. Post Context/Post Summary

Headquarters Allied Joint Force Command Naples provides a resilient, static Joint headquarters to plan, prepare and conduct operations across all domains from Baseline Activities and Current Operations (BACO), including deterrence, through Crisis, up to the Maximum Level of Effort (MLE), in order to support NATO's three core tasks, at the Joint Operational level, as directed by SACEUR. Supported by the Single Service Commands, Allied Joint Force Command Naples integrates allocated forces, including NATO Force Structure entities, and synchronises activity to achieve operational objectives. It maintains comprehensive, regional focused, situational awareness, leads

contingency planning and directs exercises. It also provides out-of-theatre support to enduring NATO operations and could contribute specific Joint competencies to other NATO Command Structure or NATO Force Structure entities. It is capable of commanding a Joint Task Force operating within or beyond SACEUR's Area of Responsibility, with theatre enablement provided by a dedicated Joint Logistic Support Group Headquarters. It has the capability to deploy tailored elements to enable reconnaissance, liaison, and coordination, and support the Joint Commander. Synchronizes and integrates Joint and Combined armed forces within the Joint Operational Area (JOA) in support of a Joint Task Force. The NATO Strategic Direction -South Hub (NSD-S Hub) contributes to information sharing, situational awareness and comprehensive understanding for both the operational and strategic levels to inform decision making. Monitor and assess the dynamics in the operating environment of the South and contribute to coordination and synchronisation of NATO's activities in the South. The Head of Knowledge Management cross-functional and interagency information sharing tools to ensure access and dissemination of NSD-S Hub deliverables contributing to the establishment of a comprehensive common picture of the situation in the South to inform military and political strategic levels while informing the tactical level. The Knowledge Management Centre (KMC) oversees, reviews, fuses and coordinates the main work of Knowledge Management and Engagement planning, information and knowledge gathering efforts, internal and external engagements, and develops and establishes formats, procedures and standards to maintain overall coordination, communication, accessibility, currency and accuracy. It ensures the coordination with IS, IMS and Strategic Commands and the dissemination of Hub products that contribute to a fused understanding and situational awareness in the NSD-S area. The Comprehensive Research & Analysis Section is

responsible for providing medium-to-long-term operational to strategic level comprehensive and multidisciplinary information and knowledge analysis on existing, emerging and future security challenges and potential crises. The Political, Military, Economic, Social, Information and Infrastructure Team 2 (PMESII) is responsible for providing medium- to long-term comprehensive strategic “horizon scanning”, understanding and situational awareness in the NSD-S area. It supports CRAS by providing multidisciplinary and multi-domain research and analysis, including from social science disciplines, to identify opportunities and actionable recommendations to enhance NATO effectiveness and understanding on regional peace and stability in the South. The Political, Military, Economic, Social, Information and Infrastructure Cell (PMESII) is responsible for providing medium- to long-term comprehensive strategic “horizon scanning”, understanding and situational awareness in the NSD-S area. It supports CRAS by providing multidisciplinary and multi-domain research and analysis, including from social science disciplines, to identify opportunities and actionable recommendations to enhance NATO effectiveness and understanding on regional peace and stability in the South. Within the PMESII Team 2, the incumbent's main responsibilities areas to direct, manage and coordinate the team to provide medium- to long-term operational to strategic level information and knowledge analysis on existing, emerging and future challenges and potential crises. The incumbent contributes to situational awareness, comprehensive understanding and horizon scanning by researching, analysing and monitoring reports and databases to support research and to identify opportunities and recommendations to enhance NATO effectiveness and understanding.

2. Principal Duties

The incumbent's duties are:

- Contributes to providing medium- to long-term operational to strategic level PMESII knowledge to identify risks and vulnerabilities facing NATO with regards to transnational threats and to support the NSD-S Hub contribution to situational awareness and horizon scanning.
- Manages and directs the PMESII TEAM 1 research efforts and produces comprehensive and multidisciplinary reports and studies on political, military, economic, social, information and infrastructure domains to identify emerging challenges to the security and stability in the South.
- Implements systematic methodologies within the PMESII TEAM 1 to conduct effective research such as NET Assessment, alternative analysis and structured analytical techniques.
- Monitors PMESII-related developments and factors in the NSD-S to formulate recommendations to address capability gaps.
- Identifies and analyses challenges and stability factors in the region to foresee future developments and emerging challenges.
- Monitors and assesses patterns and trends, from a long-term perspective, to anticipate and respond to crises in the South.
- Gains insight and understanding of security sector supporting activities in the South delivered by NATO, nations and Non-NATO entities in the training, exercises and education domains to assess existing cooperation efforts and recommend new opportunities.

- Directs, supervises and validates timely and tailored PMESII knowledge products based on identified requirements to be submitted to the CRAS Section Head.
- Provides comprehensive and multidisciplinary knowledge on existing, emerging and future security threats, risks, potential crises and instabilities
- Contributes to the overall comprehensive strategic “horizon scanning”, foresight analysis and situational awareness in the NSD-S with the Horizon Scanning and Foresight Analysis section by identifying patterns of behaviour and influence dynamics to enhance understanding.
- Gathers, evaluates, analyses, integrates and interprets all sources of information in support of the NSD-S Hub knowledge requirements as determined by KME Head.
- Researches and assesses the dynamics in the NSD-S area of responsibility with special focus on current threats, risks and instabilities such as political instabilities, piracy, WMD, terrorism, Cyber threats and transnational issues.
- Monitors and reports on security developments in the NSD-S to assess and anticipate existing and new security and instability trends as required.
- Supports and contributes to the NSD-S Hub Knowledge Base with ad hoc or periodic products.
- Works closely with KMC and Knowledge managers on knowledge requirement priorities and knowledge production and deliverables when requested through established reporting lines.
- Elaborates project proposals and submits them for approval through established reporting lines.
- When applicable and as directed, conducts initial research and engagement with SMEs and Organisations, in close coordination with CECS and NECS, for the elaboration of projects.
- Prepares Cost Estimate for inclusion in the annual Hub Budget Estimate.
- Responsible for the completion of Project Outline Documents (PODs) and submits them for approval through established reporting lines.
- Directs staff members to create Tasker Trackers (TTs) for the fulfilment of projects and ensures all required documents are correctly completed and uploaded to each TT.
- Directs the preparation of briefings and provides them when required by the chain of command, regardless of the area of expertise in question
- Advises and mentors analysts on product development.
- Applies Systems Analysis methodologies to address, among others, the Political, Military, Economic, Social, Infrastructure and Information (PMESII) domains

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 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. Education/Training

University Degree in criminology, police, public or business administration, administration of justice, criminal law, comparative general management, political theory, behavioural or social psychology or related discipline and 4 years post related experience, or Higher Secondary education and completed advanced vocational training in that discipline leading to a professional qualification or professional accreditation with 5 years post related and 2 years function related experience..

b. Experience/Qualifications

- Experience in activities that encompass planning, managing, and conduct of activities to collect, analyse, process, exploit, produce, and disseminate intelligence information, including human, identity, signal, imagery, and measurement and signature intelligence.
- Experience assessing industrial, technological, geographical, and sociological factors;
- Experience preparing intelligence assessments;
- Experience in using and managing intelligence data handling systems

c. Language

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

NOTE: The work both oral and written in this post and in this Headquarters as a whole is conducted mainly in English.

5. Desirable Qualifications

a. Professional Experience

- Previous experience in joint multi-national environment with experience in military cooperation activities and NATO or national operational intelligence.
- Educational and practical background of one of the different PMESII domains derived from a university education and working experience.
- Familiarity with SoSA and the Knowledge Development process.
- Proven ability to work academically/methodically and to contribute a scientific perspective to Knowledge.
- Background experience covering Joint staff functions, preferably in a NATO environment.
- NATO Intel Functional Area Systems training.
- International experience. Examples of international experience include working for UN, NATO, EU.
- Professional experience in the SoSA process both at NATO and national level.
- Experience in National and NATO staff operations.

Courses

- Course: INT-AS-3859 - NATO Open Source Intelligence Course
- Course: ETE-MW-3834 - NATO Orientation Course
- Course: JPL-AA-31565 - NATO Alternative Analysis Course
- Course: LOP-LO-21551 - Asymmetric Warfare Course
- Course: INT-AS-31375 - NATO Intelligence Warning System (NIWS) Course
- Course: INT-AS-2522 - NATO Intelligence Course
- Course: INT-AS-32201 - NATO Intelligence Processing Course
- Course: CCC-ET-32249 - TOPFAS SAT for User

6. Attributes/Competencies

- **Personal Attributes:** The incumbent is able to integrate into a military organization and work in a team. Good communication skills are essential to interaction at required levels. Frequently works under pressure, works long/irregular hours and carries high workload. Must be able to work outside normal office hours and environment. Must be able to travel regularly to other HQs for co-ordination and ready to deploy temporarily to deployed HQ in support of development of Security requirements. The incumbent must be flexible and able to work in more than one context simultaneously. Good health is required.
- **Professional Contacts:** Regular professional contacts with others inside and/or outside immediate organisation on functional matters. Solicits/gives information and provides advice/guidance.
- **Contribution To Objectives:** The work involves the analysis and research of a complete task with recommendations affecting the plans and management of the organisational element.
- **Supervisory Responsibilities:** Directs and supervises the task priorities of the PMESII TEAM 2. Provides professional guidance, mentorship and instruction to staff. Duties include leading and

coaching; explaining or demonstrating work functions; counselling and motivating, assigning and reviewing work; assessing performance

There are first line reporting responsibilities for the following numbers of staff: 4× OF-3; 1× OF-4; 1× OR-9; 3× A2/G15

This post reports to: OJS HKKC 0010 - Section Head (Comprehensive Research and Analysis) - OF-4

This post deputises: OJS HKKC 0010 - Section Head (Comprehensive Research and Analysis) - OF-4

This post is not deputised by anybody.

7. Contract

The successful candidate will receive a three-year definite duration contract which may be followed by an indefinite duration contract. NATO-serving staff members will be offered a contract in accordance with the NATO Civilian Personnel Regulations (NCPRs).

The basic entry-level monthly salary for a NATO Grade **G17** in Italy is **Euro 7,246.22** 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.

8. HOW TO APPLY:

HQ JFC Naples uses NATO Talent Acquisition Platform.

In order to apply for this vacancy, please visit the platform at: <https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en>, and search for vacancies within HQ JFC Naples.

Note that once you create your profile, you will be able to use it to apply for other vacancies within NATO.

Important notice to candidates on use of Artificial Intelligence (AI): As part of our commitment to a fair and merit-based recruitment process, detection of AI usage at any stage of the process (including AI-generated application forms) will result in the immediate disqualification of your application. You are welcome to use AI tools for basic spell-

checking/grammar correctness only. We appreciate your integrity and look forward to assessing your genuine skills and experience.

Employment pre-requisites:

Candidates are invited to submit their applications only if:

- They are nationals of a NATO member country
- They are over 21 and under 60 years of age at the time of taking up their appointments. Appointments of definite duration 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.

ADDITIONAL INFORMATION:

A NATO security clearance and approval of the candidate's medical file by the NATO Medical Adviser are essential conditions for appointment to this post. Applicants are not required to possess a clearance at the time of applying, but they must be eligible for a clearance. HQ JFC Naples will take action to obtain the required security clearance from the successful candidates' national authorities. The selected candidate will be affiliated to the NATO Defined Contribution Pension Scheme (DCPS). For info please visit <https://www.nato.int/cps/en/natolive/86790.htm>