



NATO ALLIED LAND COMMAND

Izmir – Türkiye



NATO - ALLIED LAND COMMAND IZMIR TÜRKİYE

Position & Level: Intern (Civilian Human Resources)

Department: G1 Division

Basic Salary*: 56,156.89 TL

Job Type: Internship Program

Closing Date: 30 August 2026

LANDCOM INTERNSHIP PROGRAMME 2027

Following Commander Allied Land Command guidance, an Internship Program to provide **current students** and **most recent graduates** with the opportunity to intern at LANDCOM is to be introduced. Interns will benefit from the program by gaining an understanding of an international organization, while adding to their Curriculum Vitae. The LANDCOM Internship Program (LIP) focuses on highly motivated candidates from a wide variety of disciplines including: political science, international relations, security studies, law, economics, engineering, logistics, human resources, financial administration, accounting/auditing, information technology, language service, journalism, and media communications. The LIP is part of Commander Allied Land Command larger campaign to elevate and improve LANDCOM visibility.

CANDIDATES

LIP will be available for the following periods:

- 6 months internship program as part of, or complementary to a university degree program.
- 6 months internship for, in principle, recent Bachelor graduated students who are interested in a specific project that can be of support for a Master graduation program.
- 6 months internship program for, in principle, recent Master or PhD graduated students (graduated less than 6 months ago) who are looking for work experience in an international organization as a first step to an international career.

The closing date to submit an application for internship is as follows:

Applications for an internship shall reach LANDCOM **no later than 30 August 2026**. As a result of the selection process pending the completion of necessary formalities required to work at NATO (security clearance, visas etc.) you will be invited.

To qualify for an internship, the applicant must meet the following eligibility criteria:

- All applicants for an internship must be a citizen of a NATO member nation.
- A certificate given by the University stating that an internship on their subjects of study is necessary for their professional development.
- Applicants must be proficient in the use of the English language.



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Applicants must have at least two years of successful university study or equivalent. The program is open to **current bachelor's students or recent graduates (degree obtained within the last 18 months)**.

CONDITIONS OF INTERNSHIP

LANDCOM will provide interns with **52,026.50TRY** net as a monthly lump sum to cover their stay, travel and subsistence. Selected interns are responsible for their accommodation and work permit arrangements. Travel tickets to and from Türkiye to their residence where they came from will be reimbursed up to total amount of 1200EUR.

Interns are required to have social insurance coverage including health care, and this must be documented during the in-processing and take care of formalities with the Turkish authorities regarding their stay in Türkiye.

HOW TO APPLY:

Allied Land Command uses NATO Talent Acquisition Platform. In order to apply for the internship, please visit the platform at: <https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en> and search for vacancies within Land Command HQ.

A copy of the candidate's **one page summary CV** must be attached to the application. In addition, all interns have to submit a **one-page essay** giving details on their motivation for an internship at LANDCOM and on their expectations during the internship.

Once a candidate has been selected, the start date of the internship period will be determined taking into account divisional needs, the availability of the selected candidate, and the security requirements.

DETAILS of the INTERNSHIP – Civilian Human Resources Branch

DETAILS OF PROJECT:

Civilian Human Resources Branch is responsible for the human resources (HR) management procedures and the administration of civilian personnel appointed to Land Command (LANDCOM). The management and administration actions are conducted in accordance with NATO Civilian Personnel Regulations (NCPR) and LANDCOM Directives.

EXPECTED DELIVERABLE(S):

- Contributes to preparation, coordination and execution of civilian personnel procedures.
- Assists the execution of HR admin operations such as filing, record updating etc.
- Makes coordination with the relevant stakeholders for completing civilian personnel files.
- Support civilian recruitment processes (there is a great number of recruitment processes initiated for various personnel groups).
- Creates/distributes documents.



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TYPE OF BACKGROUND/EDUCATION REQUIRED:

Applicants must have obtained a first degree preferably in Human Resources or any other related field, along with demonstrated experience or interest in areas concerning human resources, personnel and document management, and administration.

Additional skills such as editing/writing documents, basic MS Office skills (Excel, Word, Outlook, PowerPoint), fluency in English (Listening, Speaking, Writing and Reading) are also required.

Applicants need to possess a suitable civilian profile (no criminal record, etc.) in order to obtain a NATO SECRET clearance as the system of record resides on the classified network