



## SUPREME HEADQUARTERS ALLIED POWERS EUROPE

**TALEO Job Number: 260822**

**Vacancy Number: G16/26**

**Post Number: OSC PFRD 1020**

**Job Title: Operational Requirements Manager**

**NATO Grade: G17**

**Basic Monthly Salary (12 x per year): 8,273.12€, tax free**

**Closing Date: 18 May 2026**

### POST CONTEXT/POST SUMMARY

SHAPE's Plans Directorate develops and maintains strategic, advanced, and crisis planning products for ACO. Within this structure, the C2 Systems Operational User and Support Branch (C2SOUS) manages operational requirements and interoperability for NATO C2 systems. The Requirements Development Section (DEV) leads the development and coordination of cross-functional operational requirements.

This post supports the definition, validation, and coordination of operational requirements for Joint, Multi-Domain, and domain-specific NATO C2 systems. It also acts as Operational Requirements Manager within the Federated Mission Networking (FMN) Operational Coordination Working Group, ensuring alignment with NATO guidance, C2 concepts, and interoperability frameworks.

### PRINCIPAL DUTIES

The incumbent's duties are:

- Responsible for the development, maintenance, and co-ordination of operational requirements and documentation related to interoperability, supporting an integrated NATO Joint/Multi-Domain command and control capability,
- Assists the management and coordination of the definition of operational requirements for NATO C2 systems, ensuring its alignment with the political and strategic level guidance and with the respective Joint, Multi-domain and Domain specific Command and Control Concepts of Operations (C2 CONOPS).
- Manages and coordinates the development of the operational requirements in the Federated Mission Networking (FMN), as the Operational Requirement Manager of the FMN OCWG
- Collects, coordinates and validates ACO operational requirements and capability shortfalls for C2 systems/services, supporting the development and delivery of relevant Capability Packages.
- On behalf of the DEV Section Head, provides direction, guidance and support to subordinate commands and organizations on matters related to operational requirements for command and control systems.

- Coordinates the validation of Information Exchange Requirements pertaining to NATO systems. He participates in the Senior Joint IER Panel (SJIERP), constituted under the IER Harmonization Working Group (IERHWG) and MC Joint Standardization Board.

### SPECIAL REQUIREMENTS AND ADDITIONAL DUTIES

The incumbent may be required to undertake deployments in support of military operations and exercises, and/or TDY assignments, both within and without NATO boundaries up to 180 days. The employee may be required to perform a similar range of duties elsewhere within the organization at the same grade without there being any change to the contract. The risk of injury is categorised as No risk / risk might increase when deployed.

### ESSENTIAL QUALIFICATIONS

#### a. Professional/Experience

- ✓ Experience in providing support to C2 systems to a NATO military HQ or a NATO operation, mission or task.
- ✓ Planning and oversight of the delivery and employment of communications and information systems (CIS) including cyber defence aspects
- ✓ Overseeing, directing, and controlling subordinate organizations through developing and managing information exchange requirements and operational requirements
- ✓ Manage and contribute to activities within technology intensive programmes related to C2 systems, particularly, reviewing, analysing, evaluating performance and operational acceptance
- ✓ Experience in organizing and managing meeting allocated technical and/or project/supervisory objectives. To establish milestones and to be capable to assign tasks and/or responsibilities.

#### b. Education/Training

University Degree in Information technology, computer science, computer networking and communications 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 7 years post related and 2 years function related experience.

#### 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.

### DESIRABLE QUALIFICATIONS

#### a. Professional Experience

- ✓ Extensive experience working for NATO and/or national Ministries of Defense/ Defense Agencies in posts related to C2 systems, with knowledge of the technical, operational and programmatic aspects of C2 and/or CIS systems.
- ✓ Detailed knowledge of C2 and C2 related systems, network-enabled capabilities, operations, doctrine and tactics.
- ✓ Comprehensive understanding of the operational NATO structure, concepts, policies and procedures.

- ✓ Operations background in C2 systems.
- ✓ Good working knowledge of operational concepts and procedures at the joint level.
- ✓ Knowledge of and experience with interaction of commands with nations and NATO working groups.
- ✓ Experience working in a complex joint operational environment.
- ✓ Previous posting within an operational NATO command and Headquarters Staff experience.
- ✓ High level of organizational, coordination and communication skills.

## ATTRIBUTES/COMPETENCIES

- **Personal Attributes:** The incumbent needs to have strong written and oral communication and analytical skills..Has a flexible mind, and has the ability to grasp complex ideas rapidly and accurately. Is exhibiting sound practical judgement and has the ability to contribute to and work in multi-disciplinary teams. Has the ability to set priorities and organise work effectively in order to meet deadlines. Personal skills should maintain good health, maturity, poise, tact, inter-personal sensitivity, very good communication skills. Considerable professional judgement is required to make determinations of appropriate courses of action, with all NCS Commands and Nations.
- **Professional Contacts:** The Incumbent needs to network inside the ACO user community, as well as the FMN and IERs communities of interest.
- **Contribution To Objectives:** This post contributes to NATO and Nations in order to gain significant bilateral professional experience on NATO decision making in the framework of FMN, IERs and future C2 systems.
- **Supervisory Responsibilities:** None

## REMARKS:

Duration of contract: The successful candidate will fill this post as a Project Related NATO International Civilian (PLN) with a 1 year and 8 months 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.

We believe that all people are capable of great things. Because of this, we encourage you to apply even if you do not meet all of the criteria listed within this job description.

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.

More information to be found on these links:

[6 Tips for Applying to NATO Application Process](#)

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 recruitment or selection materials created, in whole or in part, using generative artificial-intelligence tools, including but not limited to chatbots such as ChatGPT or other language-generation systems. NATO may screen submissions to detect such use. Any application prepared with generative or creative AI may be rejected at NATO's sole discretion, and further action may be taken 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 behaviours inconsistent with the organization's values.