



JWC VACANCY NOTICE 261626

Description

We have a position open for an OPFOR Wargaming Expert with focus on Air!

We are seeking a staff member with strong wargaming, analytical and interpersonal skills to join the OPFOR team within the RIVAL Division - JWC's focal point for developing realistic adversarial effects that challenge and prepare NATO forces for modern warfare. This position will focus on Adversary Air Operations, helping to shape, challenge, and develop both existing and new effects within the space.

In this role, you will play an important part in shaping how NATO plays the adversary in exercises working collaboratively with NATO experts to design realistic adversarial campaigns which challenge standing NATO responses during JWC's collective training and exercises. Your contribution will support JWC's mission to plan, prepare and deliver joint operational-level training, strengthening NATO's warfighting readiness and operational effectiveness against increasingly sophisticated threats.

What we offer:

- 🧠 Shape how the Alliance responds to air effects through NATO exercises
- 📖 Lead the integration of adversary capabilities into future exercises
- 📖 Question established thinking by providing means to challenge the system
- 🌐 International work environment in Norway
- 📖 Participation in strategic and operational NATO exercises conducted by the JWC

If you bring experience in wargaming and Air operations, a desire to challenge established thinking, the ability to draft detailed schemes of manoeuvres, doctrine knowledge of adversaries and thrive in a dynamic, multinational environment, we encourage you to apply!

This vacancy notice is for a NATO-2030 agenda project-linked NATO International Civilian (PLN) post. This post is limited to a three-year definite duration project. It will be filled as soon as possible. In view of the urgency of this project, qualified candidates who hold or have recently held a valid NATO or National security clearance will be given priority consideration.

Please note that the JWC is currently trialling a new organizational structure. Consequently, reporting lines, job titles, functional alignments and some duties may differ slightly from those outlined in the vacancy notice.

Job Title: SA (2030 Wargaming Advisor)/Trial title SA (2030 Wargaming Advisor Air Operations)

NATO Body: Joint Warfare Centre (JWC)

Primary Location: Stavanger, Norway

Schedule: Full-Time

Salary (Pay Basis): 75,465.00 NOK Monthly

Grade: G12

Clearance Level: NATO Secret (NS)

Qualifications

Education/Training

- Higher Secondary education and completed higher vocational training or University Degree in operations research, military operations research, mathematics, statistics or related numerate discipline, computer science, management, information systems, accounting, economics, finance, business administration, public administration, project management or related discipline with 3 years function related experience or
- Secondary education and completed advanced vocational training in operations research, military operations research, mathematics, statistics or related numerate discipline, computer science, management, information systems, accounting, economics, finance, business administration, public administration, project management or related discipline leading to a professional qualification or professional accreditation with 5 years post related experience.

Professional Experience

- At least 3 years' experience in designing, developing and delivering wargames, in a professional environment, for serious purposes rather than for entertainment.
- Three years working in a multi-disciplinary team with at least one year in a leadership role.

Language

English – Upper Intermediate

Desirable Qualifications

- Two years of working experience in the last five years in designing, developing and delivering wargames at the military operational or strategic level, preferably focused on air operations, or air operations as part of a joint/multidomain wargame.
- Knowledge and understanding of the structures, policies and operating principles of NATO at the operational (e.g. Joint Headquarters) or strategic level.

- Familiarity with national or NATO military doctrine, policy, processes, arrangements and procedures.
- Staff training and experience at strategic and operational levels.
- Certification in wargaming design / development from a professional organization, military training institution or accredited academic institution.
- Valid security clearance.

Duties

The incumbent's duties are:

- Prepare advice for JWC leadership and across the staff on the application of wargaming in support of the JWC projects undertaken to ensure the JWC remains fit for future requirements. This includes close coordination with project OPRs and undertaking analysis of the JWC's training and exercise provision requirements to assist in defining wargaming priorities.
- Provide advice regarding further development/refinement of JWC's wargaming capability as required to meet the training needs of strategic- and operational-level target audiences. Wargames may be integrated into the existing JWC Exercise Program of Work or developed as separate, stand-alone training, education, or analytical activities.
- Lead a wargaming needs assessment team through process of analysing JWC Fit for Future projects to ensure a proper determination is made regarding the suitability of wargaming in support of those projects.
- Interact closely with project sponsors to gather and assess requirements, aims, objectives and other special considerations and accurately incorporate those into the wargame development process to ensure suitable wargames are delivered to allow proper further development of the respective projects.
- Align and integrate the JWC wargaming capability with the JWC training environment to ensure coherence of wargaming activities with the rest of the JWC's outputs.
- Develop and maintain a risk/opportunity register, taking action to mitigate known risks and reporting wargaming risks/opportunities through appropriate JWC mechanisms and battle rhythm activities.
- Lead the definition and assessment of wargame requirements to produce products and materials with sufficient granularity to allow initiation of wargame design and development for specific needs.

Personal Attributes/Competencies

Considerable maturity and professional judgement is required to provide proper advice to ensure seamless provision of high quality support to the JWC and supported Training Audiences. High level of interpersonal and communication skills, able to cope with stress and possessing good health. Must be able to work as a member of a team in a multi-national environment. The duties will require a capacity for original thought, including the incorporation of emerging concepts. The incumbent should be self-motivated and capable of working under pressure.

Work Environment

The work is normally performed in an office environment.

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

Travel on temporary duty may be required for several conferences.

Irregular working hours may be required, especially during exercises/events

How To Apply for a Project Linked NATO Civilian Post at JWC:

JWC, as an equal opportunities employer, values diverse backgrounds and perspectives and is committed to recruiting and retaining a diverse and talented workforce. We welcome applications from nationals of all NATO Member States and strongly encourage women to apply.

Applications are to be submitted, in English, using the NATO Talent Acquisition Platform (NTAP) (<https://nato.taleo.net/careersection/2/jobsearch.ftl?lang-en>). Applications submitted by other means will not be accepted.

NTAP allows for the adding of attachments. Candidates are to attach a copy of the qualification(s)/certificate(s) covering the highest level of education and vocational qualifications held to support their application as well as a copy of a diploma/certificate which confirms any relevant professional status.

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.

Remarks:

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.

Notes for candidates: The candidature of NATO redundant staff at grade G12 / B-5 will be considered before any other candidates.

Notes for NATO Civilian Human Resources Managers: if you have qualified redundant staff at grade G12 / B-5, who wish to be considered for this post, please advise JWC Civilian HR no later than the closing date.

Contract:

This project post is limited to a definite duration of three years. There is no guarantee that the post will continue beyond that period. The successful applicant will be offered a three-year definite duration employment contract. Serving staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations.

Salary:

Starting basic salary is NOK 75,465.00 per month (tax-free). Additional allowances may apply depending on the personal circumstances of the successful candidate. For further details see [NATO Terms & Conditions](#).

For any queries, please contact the Joint Warfare Centre Recruitment Team at jwc.recruitment@nato.int.