JWC VACANCY NOTICE 261618

Description

We have a position open for an OPFOR Advisor with focus on Maritime Operations and Wargaming!

We are seeking a staff member with strong Adversary Maritime Operations and wargaming knowledge as well as 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 have a focus on Adversary Maritime Operations and thus help create and question existing and new effects in that 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 maritime 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 adversary maritime 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 Maritime 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

- Three years of working experience in the last six years 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

- At least 3 years' experience in designing, developing and delivering wargames at the military operational or strategic level, preferably focused on maritime operations, or maritime 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 commanders and staff, with a focus on the application of wargaming in NATO exercises and as standalone events. This includes close coordination with exercise Officers of Primary Responsibility (OPRs) and undertaking analysis of Supreme Allied Commander Europe (SACEUR) annual exercise requirements and other sources affecting JWC wargaming requirements to assist in defining wargaming priorities.
- Support JWC's role in the NATO Audacious Wargaming Capability Programme by providing advice and guidance on development related to the JWC Wargaming Capability and its evolution in support of NATO 2030 requirements. Contribute to the conceptual refinement, innovation, and continual improvement of the wargaming process, with specific focus on wargame planning, development, and conduct.
- Provide advice regarding development and delivery of JWC strategic- and operational-level wargames tailored to the target audience. 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 TS team throughout the wargame planning process to design, develop and deliver wargames. Includes development of wargaming project plans, Wargame Specifications (GAMESPECs) and Wargame Plans (GAMEPLANs). Where applicable, contributes wargaming content to Exercise Planning products as requested by the ODE OPR.
- Interact closely with stakeholders to gather and assess requirements, aims, objectives and other special considerations and accurately incorporate those into the design in order to ensure wargames are either tailor-made on demand or appropriately modified to suit identified training objectives.

- Align JWC wargames with the JWC 360-degree training environment and ensure coherence of exercise-integrated wargame design with overall exercise design (including the scenario, MEL/MIL content, and OPFOR strategy).
- Develop and maintain a risk/opportunity register, taking action to mitigate known risks and reporting wargame risks/opportunities through appropriate JWC mechanisms and battle rhythm activities.
- Lead the development of wargame products and materials to include: wargame design document, wargame player instructions, wargame player templates, wargame facilitation guides, scenario/model/script, etc.
- Oversee and participate in the execution of wargames, including in exercises, by managing a "control cell", directing player activity, and facilitating player discussions.
- Contribute to analytic tasks that include: assessment and synthesis of game results, structuring and writing game reports, and coordination of post-game products (including, where applicable, inputs for the ODE contribution of the First Impression Report (FIR) and the Final Exercise Report (FER)), as well as feedback and observations for the improvement of JWC and NATO wargaming.

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.