



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 260074

Vacancy Number: G05/26

Post Number: OSC GXAX 0020

Job Title: Special Advisor (Crisis Management and Operations)

NATO Grade: 22

Basic Monthly Salary (12 x per year): 11,150.91€, tax free

Closing Date: Sunday 08 March 2026

NATO stands at a pivotal moment in its history. As global security challenges evolve in complexity and speed, the Supreme Allied Commander Europe (SACEUR) requires strategic political-military insight that is timely, authoritative and deeply informed. This role offers a rare opportunity to shape Alliance strategy at the highest levels, influence decisions that affect Euro-Atlantic security, and work directly with senior civilian and military leaders across NATO and partner nations. For an experienced strategic advisor, this is a position of exceptional visibility, impact and trust.

POST CONTEXT / SUMMARY

Supreme Headquarters Allied Powers Europe (SHAPE) delivers an integrated Strategic Effects framework, applying a multidomain and multi-region approach to ensure a comprehensive 360degree view of Alliance security. SHAPE supports SACEUR in fulfilling their responsibilities as directed by the North Atlantic Council, enabling seamless transition from Baseline Activities and Current Operations (BACO) to the Maximum Level of Effort (MLE) when required.

The Command Group (CG) provides strategic level command and control capabilities that underpin SACEUR's ability to lead Allied Command Operations.

Within the Command Group, the Office of the Strategic and International Affairs Advisor provides high-level strategic insight and international affairs expertise to SACEUR, DSACEUR, COS, VCOS, senior ACO staff and deployed NATO commanders. The office supports Alliance operations, policy, transformation, defence planning and partnerships across peace, crisis and conflict.

The Special Advisor to SACEUR for Crisis Management Operations delivers strategic political-military advice to SACEUR and the Command Group.

This post serves as Deputy to the Strategic and International Affairs Advisor (NATO GRADE 24), assuming full responsibilities in their absence, and ensuring synchronized staff efforts, effective prioritization of tasks, and sound management of resources.

PRINCIPAL DUTIES

The incumbent will play a central role in shaping SACEUR's strategic military advice and supporting the Command Group and the larger staff across NATO's political-military decision-making spectrum. Responsibilities include:

1. Leading, on behalf of the Strategic and International Affairs Advisor, the development, coordination and harmonization of SACEUR's strategic military advice throughout NATO's Deterrence and Defense process—from Indications and Warning through planning, execution, transition and termination of crisis response operations.
2. Supporting SACEUR and the Command Group and the staff in developing strategic military advice on Alliance Deterrence and Defence posture.
3. Identifying emerging strategic and political-military issues, conducting analysis, developing forecasts and drafting assessments.
4. Recommending strategic and policy courses of action to inform SACEUR's assessments and advice.
5. Participating in major policy and planning initiatives, providing authoritative guidance on strategic political-military issues.
6. Preparing strategic updates, assessments and interventions for SACEUR to deliver to the North Atlantic Council at Permanent Representative, Ministerial and Heads of State and Government level.
7. Serving as a key channel for high-level political consultations with senior NATO civilian and military officials and national governments, speaking authoritatively for SACEUR and ACO.
8. Acting as the principal link between SACEUR/Command Group and the NATO International Secretariat Operations Division
9. Deputizing for the Strategic and International Affairs Advisor as required.
10. Supporting operational planning and execution by identifying strategic political-military issues and developing response strategies.

SPECIAL REQUIREMENTS

The incumbent may be required to deploy in support of military operations and exercises, or undertake TDY assignments within or outside NATO boundaries for up to 180 days. The role may require performing similar duties elsewhere in the organisation at the same grade.

ESSENTIAL QUALIFICATIONS

Professional Experience

- Minimum 10 years as a senior advisor in a national Ministry of Defence or NATO post, working on NATO defence policy, operations and Alliance initiatives.
- Extensive experience in NATO Crisis and Operations Management, including policy, planning, conduct of operations, command decision making and engagement with nations and international organisations.
- Practical policy experience with Alliance missions and operations including the NATO strategic political-military decision cycle.
- Experience working with the other multi-lateral or international organizations (e.g. UN, EU, or OSCE).
- Experience working on policy related to Alliance Deterrence and Defence.
- Demonstrated leadership experience, including mentoring junior staff and managing teams in complex operational or strategic environments.

In case of ambiguity the required job specific experience has priority over the standard education and training levels and experience described here.

Education / Training

University degree in political science, public administration, international relations or related discipline with 10 years of relevant experience.

Language

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

DESIRABLE QUALIFICATIONS

Professional Experience

- Field deployment as an advisor on military operations.
- Experience as a senior advisor in a major national or international HQ or ministry.
- Expertise in NATO/ACO contingency planning and advance planning.

Language

English – SLP 4343

Working knowledge of another NATO language (SLP 3333).

ATTRIBUTES / COMPETENCIES

Personal Attributes

Strong analytical ability, independent judgment, diplomacy, tact, and exceptional communication skills. Ability to brief senior leaders, influence policy development, and operate effectively in a multinational environment, coupled with demonstrated leadership, a commitment to mentoring and developing staff, and the capacity to manage teams and organizational priorities with confidence (understanding the mission, managing the mission, directing and building teams, networking, influencing, organizational ownership).

Managerial Responsibilities

In the absence of the International Affairs Advisor, gears the structure of the organizational element to the strategy and the (long-term) objectives.

Professional Contacts

- Represent SACEUR in Crisis and Operations Management negotiations and international fora.
- Maintain engagement with defence, military, and diplomatic communities.

Contribution to Objectives

Office assessments directly influence SACEUR's strategic decisions and shape staff work across political-military domains.

Supervisory Responsibilities

Supervise staff members in the absence of the Strategic and International Affairs Advisor, ensuring the synchronization of efforts across the larger SHAPE staff and fostering cohesive, well-aligned support to the Command Group and HQ leadership.

REMARKS

Duration of contract: Serving staff members will be offered a contract according to the NATO Civilian Personnel Regulations (NCPR). Newly recruited staff will be offered a definite duration contract of three years normally followed by an indefinite duration contract.

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.

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.

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.

HOW TO APPLY

Applications must be submitted via the NATO Talent Acquisition Platform (NTAP). Shortlisted candidates will be asked to provide documentation. Appointment requires a NATO Secret security clearance and medical certificate.

Administrative Notes:

- Only nationals of NATO member states may apply.
- Applications are acknowledged within one working day.
- Redundant staff should notify via their HR office.
- Individual enquiries cannot be answered.
- NATO does not accept applications prepared using generative AI tools.