



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 260811

Vacancy Number: G55/26

Post Number: OSC OIJX 1050

Job Title: Senior Analyst, Russia Hybrid Domain (Red Team)

NATO Grade: A3/G17

Basic Monthly Salary (12 x per year): € 8273,12, tax free

Closing Date: 16 May 2026

1. Post Context/Post Summary

Supreme Headquarters Allied Powers Europe (SHAPE) provides an integrated Strategic Effects framework, employing a multi-domain and multi-region focus to create a 360-degree approach, with the flexibility to enable, upon direction, a seamless transition from Baseline Activities and Current Operations (BACO) up to the Maximum Level of Effort (MLE). SHAPE supports SACEUR in fulfilling his terms of reference, as directed by the North Atlantic Council.

The Operations (OPS) Directorate delivers comprehensive situational awareness, enabling the identification of crises, and supports estimates, response options and planning. In monitoring NATO's current operations, it enables SACEUR's direction and guidance to be disseminated, ensuring coherent Joint Effects, whilst providing comprehensive assessments to NATO HQ.

The J2 Division provides comprehensive advice, warning, and situational awareness to the Command Group (CG) and Allied Command Operations (ACO).

The J25 Intelligence Plans and Policy Branch coordinates Intelligence support to ACO planning, develops intelligence policy and coordinates intelligence specific education and training requirements.

2. Principal Duties

The incumbent's duties are:

- As directed by the Section Head, analyzing multi-domain and multidimensional, doctrinal and non-doctrinal Enemy behavior, including TTPs and COAs, regarding Hybrid. Authoritative thinking and opinions from academia, think tanks and strategic studies institutes should be reflected.
- Contribute to NATO/SHAPE Common Intelligence/Operational Pictures (CIP/COP) providing expertise from Hybrid perspective.
- Manage and contribute to the Red Cell analysis and development of alternate analysis, including red teaming and alternative analysis techniques concerning Hybrid.
- As directed by the Section Head, collect and exploit classified and unclassified information, in any form and related to political, military, economic, social, infrastructure

and information (PMESII) areas, in order to support and contribute to the Joint Intelligence Preparation of the Operating Environment (JIPOE).

- Lead and coordinate the Red Team intelligence support to Training & Exercise preparation and management, primarily from Hybrid perspective.
- Support and advice to NATO/SHAPE strategic planning process (SPP) and decision-making process (DMP) including war-gaming as opposing forces (OPFOR), primarily from Hybrid perspective.

3. Special Requirements and Additional Duties

The employee may be required to perform a similar range of duties elsewhere within the organisation at the same grade without there being any change to the contract

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. Such operational deployment may exceed 30 days duration up to 183 days in any period of 547 days and may be on short notice. For NATO International Civilian Staff, acceptance of an employment contract linked to this post constitutes agreement to deploy in excess of 30 days if required.

Normal Working Conditions apply.

4. Essential Qualifications

a. Professional/Experience

- Minimum of 5 years related experience in multi-domain and multidimensional intelligence collection, processing, exploitation, and dissemination within an international or national organization.
- Extensive knowledge and proven experience on analysis of NATO adversaries
- Proven knowledge on NATO planning, training and exercise procedures.
- Proven experience working within cross-functional and multi-domain teams.
- Experience in an analysis position and activities that derive intelligence for Russia and the Associated States

b. Education/Training

University Degree in criminology, police, public or business administration, administration of justice, criminal law, comparative general management, political theory, behavioural or social psychology 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 5 years post related and 2 years function related experience.

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

c. Language

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

5. Desirable Qualifications

a. Professional Experience

- Multi-domain analytical intelligence experience from an international/joint environment gained from deployment(s) to NATO operation(s) or in a national intelligence agency.
- Experience from liaising with international partners on strategic intelligence cooperation and exchange.
- Experience in several intelligence disciplines.
- Knowledgeable or familiar with the use of NATO-specific intelligence software
- Knowledge on NATO planning, training and exercise procedures.

b. Education/Training

- Intelligence Analyst Course – Critical Thinking and Structured Analysis provided by NATO or others.
- Red Team Training – provided by NATO or others
- The Near Abroad – The Successor States of the Former Soviet Union provided by NATO or others.

6. Attributes/Competencies

- **Personal Attributes:** The incumbent is responsible for analysing complex problems based on incomplete information from multiple sources and disciplines of intelligence. This requires the application of alternate analysis techniques including, but not limited to, Critical Reviews, Complementary Analysis, Devil's Advocacy, Deception and Counter-deception, and Corroboration. It requires excellent language and briefing skills, influencing skills outside of a chain of command, systems thinker with ability to identify second/third order effects, and modify approach based on challenges, adaptability and determination resolve to deliver on projects and designated tasks. Travel will likely be required with this post.
- **Professional Contacts:** The incumbent works as part of a team of senior military and civilians. The analyst is required to engage with senior staff and formally brief Flag Officers on a regular basis. The analyst will also represent SHAPE with external organizations, making routine engagement with counterparts at NATO HQ, NIFC, ACT and ACO commands.
- **Contribution To Objectives:** The incumbent will be responsible to maintain a professional and experienced expertise on Russian Land domain in support of Red Team needs. The multi-domain expertise on NATO adversaries is required to contribute to the wider Red Team effort to develop an independent analytical capability to challenge existing plans, operations and intelligence informed by Russian/Terrorist Groups Doctrine/TTPs in order to enhance the DMP through structured and alternative analytical methods. There are no reporting responsibilities.

REMARKS:

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

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 FOR A NATO CIVILIAN POST AT SHAPE:

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](#)

Shortlisted candidates will be requested to provide original documentary evidence and a set of copies supporting statements in their applications. Appointment is subject to obtaining a NS security clearance and a medical certificate.

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) Qualified redundant staff of the same grade interested in this post should inform this office, via their HR/Personnel Office by not later than vacancy's closing date.
- d) 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