Date of Approval: 22 December 2025

	NATO AEW&C PROGRAMME MANAGEMENT AGENCY **NOTIFICATION OF VACANCY**
Post Title	Senior System Engineer
Post Number	PMA01
Duty Location	Brunssum, The Netherlands
NATO Grade	G20
Nation	USA
Division/Office	Programme Management Division
Branch/Section	Engineering Test and Information Assurance (IA)
Clearance	NATO Secret (NS)
Manages/Supervises (no. of staff)	4 / 0 (directly/indirectly)
Closing Date	Friday, 6 February 2026
Point of Contact	Human Resources & General Services Office recruitment@napma.nato.int
Application Details	A NAPMA Application Form of any applicant should be forwarded by email to recruitment@napma.nato.int. The application form can be downloaded at www.napma.nato.int. NAPMA can only employ nationals from the USA for this position.

1. POST SUMMARY

NAPMA is a NATO Agency responsible to plan, acquire, and deliver improvements to and support the sustainment of the NATO AEW&C capabilities, while ensuring technical airworthiness, following the guidance of the NAPMO Nations.

Within the Agency and specifically in the Programme Management Division, the Senior System Engineer is responsible for executing and administering all day to day engineering aspects of the Final Lifetime Extension Programme (FLEP) including the management of technical performance, Information Assurance and risk management

2. PRINCIPAL DUTIES

The Senior System Engineer is responsible to the FLEP Programmme Manager (PM001) for the following duties:

- Managing the Engineering Team during the design, development, verification, production and transition phases of the programme.
- Assigning the day to day tasking to the members of the Engineering and IA Team.
- Creating and executing project work plans and revising them as appropriate to meet changing needs and requirements.
- Evaluating contractor proposed solutions ensuring they remain in line with disciplined system engineering principles from technical adequacy, performance and appropriateness points of view.
- Ensuring that system integration and multi-functional (hardware, software and ground systems) technical issues including IA are successfully resolved.
- Providing Information Assurance engineering expertise and coordinating security accreditation activities.
- Acting as the CIS Planning and Implementation Authority for FLEP Information Assurance activities.
- Managing the FLEP technical requirements and supporting FLEP and legacy verification activities.
- Participating in the FLEP risk management process by identifying risk, developing risk mitigation strategies and tracking risk burndown activities.
- Participating in FLEP transition activities to ensure a successful transition of FLEP to the NAEW&C Force and NATO Support and Procurement Agency.
- Evaluating contractor deliverables, ensuring all meet contractual obligations.
- Supporting special and complex engineering studies supporting the Life Cycle Management of the NAEW&C capabilities.
- Preparing for higher management reviews and assessments of project status / schedule including NAPMO BOD/Committee presentations.
- Coordinating with other divisions, offices and branches within NAPMA to ensure necessary engineering support (Information Assurance, Airworthiness, Reliability, Test, etc.) is provided.
- Coordinates and liaises with NATO and National Agencies (NAEW&C HQ, E-3A Component, MNCs, NCIA, SHAPE J2, etc.), MoDs and NAPMA consultants on project-related issues.

3. SPECIAL REQUIREMENTS AND ADDITIONAL DUTIES

The incumbent may be required to perform other related duties as directed.

4. ESSENTIAL QUALIFICATIONS AND EXPERIENCE

Qualifications:

- A Master's degree at a nationally recognised/certified University in a related discipline (Engineering specialized in Electrical, IT or Systems Engineering) and 5 years post-related experience.

- Or a Bachelor's degree with 8 years post related experience

Experience:

- Experience in hardware and software specification development/design and requirements verification including IA for large modernization projects.

5. DESIRABLE QUALIFICATIONS AND EXPERIENCE

- Minimum 5 years of experience in systems engineering in an avionics and / or Command and Control (C2) environment.Experience in procurement and sustainment of military systems.
- Good knowledge of the technical and operational requirement development for aircraft acquisition.
- Experience with Enterprise Resource Planning (ERP) systems or equivalent.

6. ATTRIBUTES / INTERRELATIONSHIPS

All NAPMA personnel are expected to conduct themselves in accordance with the current NATO Code of Conduct agreed by the North Atlantic Council (NAC), and thus display the core values of integrity, impartiality, loyalty, accountability, and professionalism.

7. LANGUAGE REQUIREMENTS

Must be fluent in one of the two NATO official languages; some knowledge of the other is desirable. However, the work in NAPMA, both oral and written, is conducted in English.

8. TELEWORKING

Teleworking opportunities may be considered, subject to the requirements of on-site activities.

9. CONTRACT

Contract to be offered to the successful applicant: Definite duration contract of three years with a possibility of renewal period to be determined.

10. REMARKS

An G20 might be expected to show sensitivity to problems and conceptual foresight but may also only be an extremely competent operator. He/she should have the ability to respond quickly to any challenges and to communicate fluently both in writing and orally.

Please note that for this position NAPMA can only accept applications from nationals of the United States of America.

Any candidate should be in possession of a NATO Secret (NS) security clearance when taking up the position. Candidates with a valid security clearance at the required level with equal qualifications might be given preference.

NAPMA is looking to fill this position based on full-time employment.

When applying for a NAPMA vacancy, it is necessary for NAPMA to collect and process personal data about you in order to assess and evaluate your suitability for the vacancy, and (if successful) to coordinate with relevant service providers in preparation of your appointment.