



JWC VACANCY
NOTICE 261162

Job Title: Staff Officer (2030 Digitalisation - Process Automation Engineer)

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.

NATO Body: Joint Warfare Centre (JWC)

Primary Location: Stavanger, Norway

Schedule: Full-Time

Salary (Pay Basis): 93,933 NOK Monthly

Grade: G15

Clearance Level: NATO Secret (NS)

Application Deadline: 9 August 2026

The Joint Warfare Centre (JWC) is seeking a Staff Officer (2030 Digitalisation - Process Automation Engineer) for its civilian workforce within the CIS Services Branch.

We are building a Data Science Team at NATO's JWC in spectacular Stavanger, Norway. This team will lead the transformation of JWC's exercises to incorporate the latest emerging defence technologies faster than ever before. The JWC's AI and Automation initiatives will improve the mission impact of AI for NATO operations and streamline business processes across the centre.

In this role, you will contribute as a key member of the JWC Data Science Team to deliver AI to NATO exercises, gaining experience in multi-level security, international, and operational environments. You will plan, develop, and deliver on a roadmap to bring cutting-edge AI (including latest generation LLMs, reasoning models, and agentic systems) to operate on NATO's strategic, data-centric exercises and programs. Your hands-on experience will carry over as your team delivers and iterates with operators from across the alliance.

What the role offers:

- High impact, portfolio-level work at the intersection of AI, defence, and NATO operations.
- An English-language environment with colleagues from across the 32-nation alliance
- An opportunity to live and work in one of Norway's most beautiful coastal cities, with easy access to the fjord and flights across Europe.
- Tax free salary and privileges.

If you are ready for a challenging role that will leverage your technical skills and expose you to an international cohort working on challenges at the highest strategic level, we encourage you to apply.

Principal Duties

The incumbent's duties are:

- Design and develop automated workflows using Robotic Process Automation (RPA) tools to support JWC Digital Transformation.
- Manage and guide subject matter experts in their development technical solutions in support of JWC's digital transformation effort and ensure the sustainability and resilience of those solutions.
- Highlight emerging technologies and opportunities for JWC to enhance its employment of its digital transformation using machine learning in JWC process improvement.
- Ensure all automated processes have been through the 4-step Lean process:
 - Clarify and eliminate;
 - Simplify and accelerate;
 - Codify and automate;
 - Specify and delegate.
- Document all process flows within an enterprise architectural framework.
- Collaborate with stakeholders, internal teams, and working groups, as needed.
- Provide expert advice and guidance on automation to the JWC's leadership team and staff.

Essential Qualifications**Education/Training**

- University Degree and 3 years function related experience, or Higher Secondary education and completed advanced vocational training
- leading to a professional qualification or professional accreditation with 4 years post related experience.

Experience

- At least 3 years functional experience of developing, managing, and deploying Robotic Process Automation (RPA) tools (e.g. Power Automate, UiPath, Automation Anywhere, Blue Prism, or equivalent).
- Proficiency with Cloud AI services such as Microsoft AI Builder, Cognitive Services or Azure Machine Learning.
- University degree or higher in Computer Science, Information Technology, or a related field.
- Certification in a Robotic Process Automaton (RPA) tool such as the Microsoft Power Automate RPA Developer (PL500) or equivalent.

Language

English – Upper Intermediate/Advanced

Desirable Qualifications

- Master's degree or higher in Computer Science, Information Technology, or a related field.

- Certifications in Azure AI Engineer or equivalent.
- International Institute of Business Analysis (IIBA) Certificate in Business Analysis, or equivalent System Modelling certification.
- Three years' experience in a National or International Public Sector Organization developing automation tools.
- Knowledge of and experience in programming, machine learning, data management, big data technology, ethical considerations of data
- and project management.

Personal Attributes/Competencies

- Strong analytical and critical thinking skills to identify patterns, trends and outliers in data as well as being able to solve complex business problems using data-driven approaches.
- Considerable maturity and professional judgement is required to make decisions on to ensure seamless provision of high quality support to the JWC.
- High level of organisational and coordination skills.
- Excellent managerial, interpersonal, and communication skills with a visionary view to evolving requirements to meet future challenges.
- Able to cope with stress, and possessing good health.
- Able to work as a member of a team in a multi-national environment. An analytical, systematic and pro-active approach is important.
- 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.

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. Applications will not be accepted after the deadline.

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 G15/A-2 will be considered before any other candidates.

Notes for NATO Civilian Human Resources Managers: if you have qualified redundant staff at grade G15/A-2, who wish to be considered for this post, please advise JWC Civilian HR no later than the closing date.

Final interviews are scheduled to take place during the second half of October 2026.

Contract:

This project post is limited to a definite duration of 3 years. There is no guarantee that this post will continue beyond that period. Successful applicants will be offered a 3-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 93,933.00 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.