



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 261171

Vacancy Number: G61/26

Post Number: OSC OIEX 1010

Job Title: Staff Officer (CIP/"Red Spider" Manager)

NATO Grade: 17

Basic Monthly Salary (12 x per year): 8 273.12€, tax free

Closing Date: Sunday, 2 August 2026 at 23:59h (Belgium time)

POST CONTEXT / SUMMARY

SHAPE is NATO's strategic military headquarters for Allied Command Operations. It supports the Supreme Allied Commander Europe by helping NATO monitor security developments, plan responses, and direct operations.

The Operations Directorate tracks current operations and possible crises, supports operational planning, and provides assessments to NATO leadership.

The J2 Division provides intelligence advice, warning, and situational awareness to SHAPE leadership and Allied Command Operations.

The Geospatial, Meteorological and Oceanographic Branch within J2 is responsible for NATO's use of geographic, weather, and oceanographic information across operations and activities.

The post holder will manage NATO's Core GIS-based Common Intelligence Picture, also known as CIP/Red Spider. This shared digital picture combines location-based intelligence, geospatial data, and weather and ocean information. The role is responsible for developing, maintaining, and improving this system so that it can be accessed and shared effectively across NATO.

PRINCIPAL DUTIES

Manage the ACO Common Intelligence Picture, known as CIP/Red Spider.

Oversee the day-to-day development, maintenance, and improvement of the system.

Identify and coordinate data requirements.

Work with intelligence, command and control, geospatial, meteorological, oceanographic, and other data owners to identify what information is needed in CIP/Red Spider.

Ensure relevant data is available, usable, and properly integrated.

Support the collection, ingestion, discovery, and use of location-based data from multiple NATO systems and communities.

Prioritize operational requirements.

Work with J2 leadership, data owners, users, and other stakeholders to decide which improvements and data needs are most important.

Manage data access and governance.

Ensure the right users can access the right data, while maintaining appropriate data access controls and procedures.

Coordinate technical improvements and system interoperability.

Work with technology providers, CoreGIS staff, NCIA, and other technical teams to ensure CIP/Red Spider uses current GIS technology and remains interoperable with NATO systems.

Coordinate the people and organizations supporting the project.

Bring together staff from ACO, NCIA, working groups, data providers, and other stakeholders to keep the project on track.

Support exercises and operational readiness.

Ensure CIP/Red Spider is properly included in NATO exercises, with the required data available and aligned for exercise use.

Contribute to future capability development.

Provide input to plans, requirements, capability packages, policies, doctrine, and future intelligence, geospatial, meteorological, and oceanographic systems.

Manage stakeholder engagement, budgets, and project risks.

Liaise with NATO nations, NATO bodies, data communities, and relevant authorities; coordinate budget matters; and help identify and resolve issues affecting project success.

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 organization at the same grade.

ESSENTIAL QUALIFICATIONS

Professional Experience

- Experience as a Geospatial Staff Officer or Civilian Equivalent
- Experience including:
 - o Strong understanding of GIS technologies, systems, data- and metadata governance
 - o Strong Intelligence Background (ideally INTEL SO qualification), systems, functions, data, processes
 - o Broad understanding of METOC related issues (INTEL-related; e.g. served in GEOMETOC functions)
 - o Strong understanding of C2 capabilities and data landscapes
 - o Strong experience in requirements management

Education / Training

Master's Degree (or equivalent) in Geospatial / Geo-Intelligence
Project management and strategic communication

University Degree in geography, computer science, management information systems, accounting, economics, finance, business administration, public administration, operations research, project management 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 7 years post related experience.

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

Language

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

DESIRABLE QUALIFICATIONS

Professional Experience

- Military Staff experience in Strategic Headquarters at Echelon above Operational HQ and knowledge of the organization of geospatial, GEOINT, Intelligence and related service lanes.
- Past mission deployments on the tactical level.
- Expert understanding in the political and strategic environment, expert understanding of NATO.

Language

Working knowledge of another NATO language (SLP 3333).

ATTRIBUTES / COMPETENCIES

The successful candidate will be a strategic thinker with strong communication, analytical, and stakeholder management skills. They must be able to understand complex issues, assess their wider impact, and focus on practical outcomes.

They should be able to explain CIP/Red Spider information clearly to both technical and non-technical audiences, using briefings, visuals, and other tools to support decision-making.

The role requires strong analytical ability, including the capacity to bring together information from different sources, work with teams, challenge assumptions, and develop sound recommendations.

Tact, diplomacy, discretion, and sound judgement are essential. The post holder will work with senior leaders, technical experts, data owners, users, NATO bodies, nations, industry, and other partners. They must be able to build trust, understand stakeholder needs, and handle sensitive or classified information appropriately.

This is a key position within the J2 Intelligence Directorate. The post holder will support the daily operation and development of ACO's CIP/Red Spider and will act as the main point of contact between information owners, system administrators, and users. They will help deliver the goal of "One ACO, One CIP" by supporting a shared and reliable intelligence picture across Allied Command Operations.

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.

ADDITIONAL INFORMATION

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.

A copy of the qualification/certificate covering the highest level of education required by the job description must be provided as an attachment. Essential information must be included in the application form. Particular attention should be given to Education and Experience section of the application form. The application should be in English. Shortlisted candidates will be requested to provide original documentary evidence and a set of copies supporting statements in their applications. After submitting your application, you will receive an acknowledgement of receipt of your application.

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) Candidates' individual telephone, e-mail or telefax enquiries cannot be dealt with. All candidates will receive an answer indicating the outcome of their application
- 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
- E) As part of the recruitment process, the organization may review publicly available information to assess potential conflicts of interest, reputational risks, or behaviors inconsistent with the organization's values.