



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 260620

Vacancy Number: G23/26

Post Number: OSC GXGC 0040

Job Title: Staff Officer (Gender)

NATO Grade: 15

Basic Monthly Salary (12 x per year): 6713.06€, tax free

Closing Date: Monday 20 April 2026

YOUR IMPACT:

In this role, you will help drive NATO's implementation of the Women, Peace and Security Agenda by integrating gender perspectives into strategic planning, operations, doctrine, and policy across SHAPE. You will advise senior leaders, lead gender analysis that informs missions and activities, strengthen reporting mechanisms on protection-related issues, and build capacity across the Alliance through training, coordination, and partnerships. Your work will ensure that gender considerations enhance operational effectiveness, human security, and decision-making in a rapidly evolving security environment.

POST CONTEXT:

SHAPE delivers a 360-degree Strategic Effects framework that supports SACEUR across all levels of effort, from routine activities to crisis response. Within this structure, the Command Group and OCOS provide strategic leadership and coordination. The Office of the Gender Advisor ensures the implementation of UNSCR 1325 and the Women, Peace and Security Agenda, integrating gender perspectives into all stages of NATO planning, operations, doctrine, training, and evaluation. The ACO GENAD provides strategic advice to senior leadership, strengthens gender-related policies and reporting mechanisms, and leads capacity-building efforts across NATO's core tasks.

PRINCIPAL DUTIES:

- 1) Support the ACO Gender Advisor in providing strategic advice to senior leadership on operationalizing the NATO Women, Peace and Security Agenda through the integration of gender perspectives in military operations (GPMO) ;
- 2) Support the ACO Gender Advisor in the integration of GPMO as a crosscutting function throughout the system and work in close coordination with different SHAPE Directorates/Divisions/Branches;
- 3) Contribute to the development of WPS/GPMO doctrine and policies, as well as the mainstreaming of gender in existing NATO publications, policies and regulations;
- 4) Provide technical support to the ACO GENAD in the implementation of the NATO WPS Policy and Action Plan, and related NATO policies;
- 5) Contribute to the strengthening of existing reporting and monitoring mechanisms for instances of sexual exploitation and abuse and conflict-related sexual violence;
- 6) Lead and guide gender analysis efforts that inform the various stages of the planning of missions, operations, and activities;
- 7) Conduct military gender analysis on events that might have an impact on the Alliance and facilitate reporting of results to internal (Senior Management) and external (Partners, international organizations, non-governmental organizations, academia, and other stakeholders) audiences as required;
- 8) In close cooperation with ACT and Nordic Centre for Gender in Military Operations (NCGM), organize and conduct trainings for senior to mid-level audiences;
- 9) Collect, manage and disseminate gender-related information, guidelines, and documents throughout NATO;
- 10) Contribute to knowledge-building and capacity-building in synergies between gender and different areas, such as deterrence and defence, resilience human security, strategic partnerships, counter-terrorism/violent extremism; strategic communications, new and emerging technologies;
- 11) Participate in Command Group- and Directorate-meetings, and give gender briefs to divisions and other stakeholders with, or on behalf of, the ACO GENAD;
- 12) Identify entry points for integrating gender within specific functions;
- 13) Participate actively in NATO exercises;
- 14) Assist in the management and/or chairing of conferences/meetings/working groups;
- 15) Liaise with Gender Advisors and Gender Focal Points (both in HQs and in Operations), as well as external stakeholders for technical and substantive support;
- 16) Support project management, coordination, and administrative tasks

SPECIAL REQUIREMENTS AND ADDITIONAL DUTIES:

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 up to 180 days. The employee may be required to perform a similar range of

duties elsewhere within the organization at the same grade without there being any change to the contract.

The risk of injury is categorised as No risk / risk might increase when deployed.

Be prepared to contribute in any inquiry or investigation concerning a breach of NATO Code of Conduct and/or Standards of Behaviour, or gender based violence, including sexual exploitation and abuse.

ESSENTIAL QUALIFICATIONS:

a. Professional/Experience

- 1) Advanced knowledge of gender equality, gender analysis, or the Women, Peace and Security (WPS) Agenda
- 2) Proven ability to analyze complex issues and provide clear, strategic advice.
- 3) Experience working in multi-stakeholder or international environments.

b. Education/Training

University Degree or equivalent in sociology, behavioural science, political science, public administration, international relations or related discipline and 2 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.

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

c. Language

English - SLP 3333

- Listening: Level 3 (Professional)
- Speaking: Level 3 (Professional)
- Reading: Level 3 (Professional)
- Writing: Level 3 (Professional)

DESIRABLE QUALIFICATIONS

a. Professional/Experience

- 1) Experience in applying gender perspectives in a military setting and/or peacekeeping setting.
- 2) Relevant experience to gender at the strategic or operational level, preferably in NATO.
- 3) Experience in the field and/or military operations.

b. Education/Training

Master's degree in Gender Studies, Social Sciences, Political Science, Law, International Relations or related, and completed vocational training in Gender-related topics.

ATTRIBUTES & COMPETENCIES

Excellent public speaking skills as the incumbent will be expected to brief in front of varied audiences (including high level) and provide training.

Project management. This position will require managing different multi-stakeholder projects to continue strengthening GPMO (Gender Perspectives in Military Operations) with ad-hoc supervisory functions.

Excellent drafting skills. From policy development to doctrine drafting, this position relies heavily on production/output, often under tight deadlines/stress.

Interpersonal skills. The incumbent needs to build strong relationships with the GENAD community, SHAPE leadership, wider NATO staff, and external partners/organizations.

Flexibility & excellent planning skills. This position exposes the individual to almost all work strands within the office as it is a small team. The incumbent will have to manage large amounts of information and be prepared to support where needed.

Information sharing & production. The incumbent will ensure the retention and sharing of knowledge.

Autonomy. The incumbent will be required to be highly autonomous.

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 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
- 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.