

NOTIFICATION OF A CIVILIAN PERSONNEL REQUIREMENT AT JOINT FORCE COMMAND BRUNSSUM HEADQUARTERS



Our Requirement:

Title: Staff Officer (Intelligence Support to Exercises)

Grade: 15

Duty Location: Brunssum, The Netherlands

Requirement filling date: as soon as possible

Closing date for applications: 26 July 2026

Our organisation

Joint Force Command Brunssum (JFCBS) provides a Joint headquarters to plan, prepare and conduct operations to support NATO's core tasks, at the Joint Operational level, as directed by SACEUR. The Operations Directorate is responsible for directing, monitoring, coordinating and assessing operational functions and advising the Chief of Staff (COS) regarding all regionally focused operational activities.

The J2 Division provides Intelligence in support of the planning, preparation, conduct and assessment of NATO assigned operations. The Joint Intelligence Direction and Support Branch provides the Division with the needed intelligence focus and set priorities advises the HQ on NATO security issues, defines and manages the Intel System architecture and J2 requirements. The Intelligence Support to Exercise Section supports the Exercise Planning Process (EPP), the Lessons Learned/Lessons Identified (LL/LI) process, doctrine review, HQ and ACO training and exercise activities and provides the J2 division with awareness and advice in relation to the EPP. The incumbent is responsible for the planning, preparation, execution and evaluation of all Stages and Blocks of major/certification exercises' intelligence collective training.

The main duties of Staff Officer (Intelligence Support to Exercises) are:

- Advise the J2 Division as a Subject Matter Expert on wide spectrum of NATO Exercise Process (EP) and its practical application in the intelligence context and is required to make EP's Intelligence support related decisions on behalf of ACOS J2 in line with a Direction and Guidance.
- Act as the focal point in JFCBS J2 regarding all aspects of the Exercise Process' intelligence aspects, for both NATO and national affiliated organizations.
- Lead the Intelligence\JISR Exercise Process activities in JFCBS HQ and subordinated \ affiliated organizations as well as initiate development of the exercise solutions supporting Intelligence collective training in a multi-domain environment.
- Define, supervise, validate, consolidate and manage Exercise Process' Intelligence inputs to products such as: Exercise Initiation document (EXINT) Exercise Specification (EXSPEC), Officer Conducting the Exercise (OCE) Guidance (OCE Guidance) across all Exercise Process' Stages and Blocks.

- Advise actionable, measurable and testable requirements for CIS and exercise planning of the Intelligence Services in context of exercises JFCBS J2 is involved in.
- Direct, advise and mentor the intelligence stakeholders within JFCBS, adjacent and subordinate commands organisations, and components in order to ensure Exercise Process' intelligence aspects consistency by implementing and enforcing planning standards and management practices across all Exercise Process Stages and Blocks.
- Define, develop and execute the J27 Section's newcomers' introduction plan as far as the EP practical application is concerned. On order support courses, primarily Exercise Process Course, as a lecturer/facilitator.
- Support with Intel expertise the preparation, execution and evaluation of non-certification (minor) / other HQs exercises.
- Analyse exercises' Lessons Identified and Learned to identify shortfalls and deficiencies of Intelligence\JISR intelligence collective training and negotiate with internal and external stakeholders their implementation in JFCBS, adjacent and subordinated commands.
- Undertake work as part of a project team as directed or assigned.

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.

Required Qualifications are:

- English – good – NATO Standard Language Proficiency 3333.
(Listening, Speaking, Reading and Writing) in accordance with NATO standard agreement (STANAG) 6001.
NOTE: The work both oral and written in this post and in this Headquarters as a whole is conducted mainly in English.
- University Degree or equivalent in related field/discipline
(equivalent is Higher Secondary Education AND completed advanced vocational training in relevant field leading to a professional certification or accreditation)
- Minimum 5 years' professional experience in Intelligence Functional Areas in Operational or Strategic level HQs.
- Minimum 3 years professional experience in Collective Training and Exercise processes.
- Minimum 3 years' professional experience in a managerial position.

Desirable Qualifications are:

- Professional experience in Collective Training and Exercise processes in NATO, in line with BI-SC 075-003.
- Experience developing Exercise and Training Objectives and MELMIL.
- Proven knowledge of NATO Collective Training and Exercise Processes.
- Working knowledge of Intelligence Services INTEL FS and BICES.
- Working knowledge of additional NATO Intel Services'.
- Knowledge of Intelligence Doctrine (AJPs) hierarchy and purpose.
- Knowledge of Operational level staff processes.

The successful candidate possesses following personal attributes:

- ✓ Flexibility – ability to work and react in an unpredictable environment;
- ✓ Analytical Thinking – able to figure out complex topics and to resolve issues related to his/her mission;
- ✓ Initiative – ability to anticipate the situations and to take actions in a time-sensitive situation;
- ✓ Teamwork – ability to work independently and/or closely and constructively with personnel inside and outside his/her own cell.

The successful selected candidate must be able to obtain and maintain a security clearance and is required to pass a medical examination before an employment contract offer will be released. The medical examination will take place with our medical consultant, is required to determine if the recommended candidate is fit to perform the duties and is deployable to NATO's areas of operation.

Due date for receipt of applications: Sunday 26 July 2026, 23:59

Candidates have to apply electronically in NATO Talent Acquisition Program:
<https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en>

IMPORTANT:

Please be aware that a Selection Board will only assess the information provided in the job submission form including the answers to the pre-screening questions and description of your work experiences. Your answers must be comprehensive and stand alone; do not rely on attached documents for essential information (*Attachments are supporting documents and should not be referred to in the job submission*). For example, if a pre-selection question asks you to justify how you meet the minimum experience requirement, you must explicitly detail in the answer box *how* your experience directly aligns with, or exceeds, the stated requirement. Simply stating you meet the requirement is insufficient; provide concrete examples and quantifiable details. These experiences should also be included in the description of your work experiences.

Only candidates meeting ALL essential required qualifications will be considered and be assessed in competition with other candidates.

Please note that 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.