



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 260394

Vacancy Number: G72/25

Post Number: OSC UIMX 0070

Job Title: Staff Officer (Monitor)

NATO Grade: A2/G15

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

Closing Date: 4 April 2026

Join **NATO's Supreme Headquarters Allied Powers Europe (SHAPE)** at the heart of strategic communications and information environment analysis.

Are you an analytical professional with proven experience in media and information environment analysis?

NATO is seeking candidates with hands-on experience in monitoring, analysing and assessing print, online and social media landscapes, including identifying narratives, trends, sentiment shifts and hostile information activities. You should be confident applying analytical tools and methodologies, synthesising qualitative and quantitative data, and producing concise written products and briefings that inform senior decision-making. A strong understanding of NATO's role, the information environment in which the Alliance operates, and the dynamics of information confrontation is essential.

We are looking for individuals educated in international relations, security studies, political science, strategic communications, behavioural sciences or a related discipline, with the ability to work independently under broad direction while influencing stakeholders across organisational boundaries. Excellent English, precision in communication, critical thinking, and the ability to assess risk and escalate emerging issues are fundamental to success in this role.

1. Post Context/Post Summary

Supreme Headquarters Allied Powers Europe (SHAPE) provides an integrated Strategic Effects framework, employing a multi-domain and multi-region focus to create a 360-degree approach, with the flexibility to enable, upon direction, a seamless transition from Baseline Activities and Current Operations (BACO) up to the Maximum Level of Effort (MLE). SHAPE supports SACEUR in fulfilling his terms of reference, as directed by the North Atlantic Council.

The J10 StratCom Directorate is responsible for the implementation of an AOR-wide cognitive campaign in support of ACO vigilance activities and AOR management and the delivery of strategic effects in the cognitive dimension that support SACEUR's strategic objectives, during peace, crisis, and conflicts.

The Information Environment Assessment Branch is responsible for conducting systematic, data-driven analysis and assessment of the Information Environment to support understanding, decision-making and the application of capability in the engagement space.

The Staff Officer (Monitor) contributes to situational awareness and Information Environment Assessment by monitoring and analysing printed, online and social media relevant to NATO activities. The role focuses on tracking narratives, trends and hostile information activities, as well as monitoring the performance of NATO's own information activities, providing timely monitoring outputs and early warning to support assessments and Strategic Communications decision-making.

2. Principal Duties

The incumbent's duties are:

- Identify, monitor and analyse relevant media across traditional, digital and social media domains through commercially available media monitoring and analytics tools in support of situational awareness and Information Environment Assessment.
- Collaborate with analysts and other staff within J10, across SHAPE and ACO, contributing monitoring inputs to broader IEA products and assessments. Track and report on media trends, themes, storylines and narratives relevant to NATO activities, including coverage within Allied and hostile Information Environments. Monitor perceptions and public discourse related to NATO activities and issues of concern, identifying shifts in sentiment and emerging narratives.
- Assess the effectiveness of NATO's communications, contributing observations and analysis to support assessment and decision-making.
- Monitor and assess the information activities of other actors, including disinformation or propaganda campaigns targeting NATO, identifying observable hostile narratives, trends and tactics.
- Identify key media stakeholders (operators, owners, financiers) and their perception of NATO and its activities.
- Prepare and deliver media monitoring briefs and written updates on designated aspects of the Information Environment, as required. Provide near real-time monitoring insights and routine analytical updates, including daily or weekly monitoring products, to support situational awareness and communications activities.
- Provide support to NATO's comprehensive approach to crisis management operations.

- Undertake additional duties and assume other responsibilities as directed by the Chain of Command.

3. 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.

The work is normally performed in a Normal NATO office working environment.

The incumbent may be required to support Allied Command Transformation, NATO School Oberammergau or other locations of NATO learning as a course briefer or instructor.

4. Essential Qualifications

a. Professional/Experience

Minimum 2 years of relevant professional experience in the below:

- Experience in providing senior leadership with analysis of the media, including social media trends and emerging topics.
- Experience in preparing concise written products and delivering briefings for senior leadership teams.
- Experience in using databases to extract information.
- Experience in coordinating and sharing information with various levels in a hierarchical structure and determining key issues affecting organization.
- Demonstrated strong knowledge of information confrontation and disinformation, as well as knowledge of common communications strategies of relevant nations.
- Demonstrated understanding of NATO communications objectives and themes.

b. Education/Training

University Degree in sociology, behavioural science or related discipline and 2 years function related experience, or Higher Secondary education and completed advanced vocational training in that discipline 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 4343 - (Listening, Speaking, Reading and Writing)

NOTE: The work both oral and written in this post and in this Headquarters as a whole is conducted mainly in English.

5. Desirable Qualifications

a. Professional Experience

- Demonstrated understanding of NATO communications objectives and themes.

b. Education/Training

- Course: STC-ST-26884 - NATO Information Environment Assessment Foundation course

c. Language

Knowledge of other NATO languages, and/or Russian or Chinese or Arabic, would be an asset.

6. Attributes/Competencies

- **Personal Attributes:** The incumbent will need to display a high degree of professionalism, organisation, coordination and communication skills in the performance of their duties. The post requires an exceptional team player with analytical and technical skills, conceptual thinking, data visualisation management, and problem-solving.
- **Professional Contacts:** It is desirable that the incumbent has a wide range of professional contacts with personnel within NATO organisations and agencies, civilian academia and industry.

J10 Strategic Communications will increasingly be embedded in a wide network of committees and working groups, with external and internal stakeholders. The incumbent will be required to attend meetings with internal and external participants up to and including ACO and NATO Commanders.

- **Contribution To Objectives:** Strategic Communications is an integral and essential part of NATO operations, missions, exercises and vigilance activities, and is of utmost importance for DDA and AOR Management. This post provides critical analysis capabilities towards achieving effects in the cognitive dimension either in support of military operations or as a primary objective, by providing baselining and analysis on which to plan activities. The incumbent additionally contributes to assessment of military strategic communications effect, including deterrence of hostile actors, towards overarching Military Strategic Objectives.

7. 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