



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 260633

Vacancy Number: G14/26

Post Number: OSC CYPX 0091

Job Title: Staff Officer (RF Spectrum Management)

NATO Grade: G17

Basic Monthly Salary (12 x per year): 8.273.12€, tax free

Closing Date: 30 April 2026

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 Cyberspace Directorate directs monitors and coordinates all Cyberspace Operations (CO), Electronic Warfare (EW), Electro Magnetic Spectrum (EMS) activity and Communications and Information Systems (CIS) functional area activities and staff functions across ACO.

The J6 Cyberspace Division provides the strategic staff functions for cyberspace aspects within ACO's strategic direction, planning and risk management to support NATO-led operations, initiatives, exercises and activities.

The Cyberspace Strategic Plans and Policy Branch will provide military Subject Matter Expert (SME) advice, strategic direction and oversight of all cyberspace functional area activities across ACO.

One of five staff primarily involved in the management and synchronization of cyberspace requirements, this post will provide advice and coordinate EW support and Spectrum and Frequency Management.

PRINCIPAL DUTIES

The incumbent's duties are:

- 1) Monitor and contribute to ACO Operational Requirements in support of SACEUR's Vision and Mission Set, providing specialist advice on spectrum management;
- 2) Be the RF Spectrum Management (FM) focal point and requirements manager for ACO-wide issues regarding spectrum management;
- 3) Provides advice to CyO, and their subordinate commands, operational planners regarding strategic RF spectrum management requirements and limitations;
- 4) Be the SHAPE representative at conferences and seminars regarding RF spectrum management conducted by NATO HQ, all NATO commands, agencies, committees and boards inside and outside SHAPE and other national and international HQs;
- 5) Be the ACOS J6 Cyberspace representative regarding Electronic Warfare issues regarding publications, working groups, conferences and seminars;
- 6) Work with ACO commands planning and the planning staff to address frequency and spectrum requirements;
- 7) Direct development of strategic and operations concepts involving frequency and spectrum management; this includes but is not limited to development of ACO-wide directives, frequency management plans, and frequency/spectrum annex to operations and training plans;
- 8) Harmonise the frequency and spectrum requirements of subordinate commands within their areas of responsibility;
- 9) Review and endorse Battlespace Spectrum Management Plans for ACO commands.
- 10) Coordinate Frequency supportability issues, Frequency Allotments and Assignments in accordance with NATO procedures for NATO operations and exercises;
- 11) Have the vested responsibility for the control of RF emissions;
- 12) Fulfil SHAPE's responsibilities for developing the Joint Restricted Frequency List for operations and exercises, as per NATO and SHAPE regulation's provisions;
- 13) Do the OPR responsibilities for NATO Deployed Spectrum Management in Operations and SM tools for NATO operations courses, to be held at NCISS;
- 14) Prepare and providing presentations pertaining to his area of expertise to support Cyberspace training courses syllabus in NCCIS in Latina (IT);
- 15) Participate, if required, as the ACOS J6 Cyberspace representative in the Strategic Operational Planning Group (SOPG).
- 16) May be required to make presentations of the SHAPE position on Cyberspace (Spectrum) related subjects/issues on behalf of ACOS J6 Cyberspace at NATO, Bi-SC and ACO meetings; -
- 17) May be required to make general SHAPE and CIS/Cyberspace (Spectrum) related presentations and provide Spectrum training as part of SHAPE contribution to NATO Training on behalf of AOS J6 Cyberspace or as requested;

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.

ESSENTIAL QUALIFICATIONS

a. Professional/Experience

- 1) Proven experience (at least 3 years) in spectrum management in military or governmental environments.

- 2) Strong knowledge of NATO spectrum policy and governance, including coordination mechanism within the Alliance and familiarity with international spectrum regulations.
- 3) Understanding of military CIS systems (satcom, tactical radios, data links, EW, radar) and their spectrum requirements.
- 4) Experience in C2 resource implications and constraints and C2 Systems in an international/multinational military environment.

b. Education/Training

University Degree in engineering, electronics or Communications Electronics, and 4 years function related experience, or Higher Secondary education and completed advanced vocational training leading to a professional qualification or professional accreditation with 7 years post related experience.

c. Language

English - SLP 3333 - (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.

DESIRABLE QUALIFICATIONS

a. Professional Experience

- 1) Background in electromagnetic operations or EW and their spectrum implications.
- 2) Experience supporting operations, exercises, or contingency planning involving spectrum coordination.
- 3) Broad military background/staff experience at high level HQ including previous work within NATO structures, commands, or agencies.

b. Education/Training

- 1) Spectrum Management for NATO.
- 2) NATO Deployed Spectrum Management for Operations and Exercises or National equivalent.

ATTRIBUTES/COMPETENCIES

- Personal Attributes: Able to work in a multilateral environment. Experience with control and audit of information management systems. Organizational skills coupled with the intellectual inquisitiveness typical of an auditor.
- Professional Contacts: Must have a very good working relationship with Military Committee Agencies, as well as CIS Spectrum management staff within the subordinate Commands.
- Contribution To Objectives: - Be the SHAPE representative at conferences and seminars regarding RF spectrum management conducted by NATO HQ, all NATO commands, agencies, committees and boards inside and outside SHAPE and other national and international HQs.
- Be the ACOS J6 Cyberspace representative regarding Electronic Warfare issues regarding publications, working groups, conferences and seminars.

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.

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.

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.

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.

More information to be found on these links:

[6 Tips for Applying to NATO Application Process](#)

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 recruitment or selection materials created, in whole or in part, using generative artificial-intelligence tools, including but not limited to chatbots such as ChatGPT or other language-generation systems. NATO may screen submissions to detect such use. Any application prepared with generative or creative AI may be rejected at NATO's sole discretion, and further action may be taken as appropriate.