

Job/Post Number: OLC RCOC 1010

Title: Staff Officer (Spectrum Management)

Division: G6 Division

Clearance Level: NATO SECRET

Grade: A2/G15

Basic salary: 191,107 TL

Additional Benefits: For other allowances, privileges & tax exemptions see Section 7

NATO Body/Post Location: ACO Land Command Headquarters, Izmir (Türkiye)

Closing Date: 26 December 2025

1. Post Context/Post Summary

Allied Land Command (LANDCOM) HQ is the Theatre Land Component and Land Advocate responsible for coordinating and synchronizing NATO and Partner Land Forces by enabling land domain readiness, interoperability, standardization, and competency; on order deploys headquarters elements to provide planning, coordination, and command capabilities to Allied forces.

The Support Directorate is responsible for providing LANDCOM with organizational structures, personnel, logistics, communications and information systems and base support.

The G6 Cyberspace Division plans and monitors the provision of communication and information services by the NATO CIS Agency (NCIA) to LANDCOM, it also plans and executes Communications and Information Systems infrastructure and defensive cyberspace operations.

The Communications and Information Systems (CIS) Plans & Operations Branch supports the Land Operations Planning Group, identifies CIS system shortfalls, conducts CIS exercise planning and contributes to Information Exchange Requirements.

The Communications and Information Systems (CIS) Future Operations Section is responsible for planning long range CIS operational support and coordinating procedures for contingency operations.

The Spectrum Management Civilian is responsible for proposing the assignment of electromagnetic frequencies and bands during operations, exercises and at the static HQ.

This post is also responsible for monitoring the employment of the electromagnetic spectrum, identifying interferences and conflicts and extracting Lessons Learned.

2. Principal Duties

The incumbent's duties are:

1. Provides CIS planning and execution support for assigned LANDCOM exercise assigned to the Exercise Planning Team in support of ACO and NFS forces. Actively participates in LANDCOM G7 exercise planning and execution activities as the CIS SMĚ, to include exercise planning conferences and exercise related Core planning Team (CPTM) meetings.
2. Supports G7 with CIS expertise for Exercise Control (EXCON) and Higher Control (HICON) requirements in support of higher, lateral and NFS exercises.
3. Leads the development of the Land portions-of the CIS support plan, information exchange requirements, CIS Service Matrix and floor plans for exercises and operations assigned to the Current Operations Section.
4. When directed provides CIS operational planning support to NFS units,
5. Coordinates with SHAPE J6, NATO C&I Agency and NATO CIS Group for communication assets to support assigned exercises and operations.
6. Actively participates in CIS conferences with NATO CIS Group (NCISG), Communications and Information Agency (C&I Agency) and other relevant CIS organizations in the development and implementation of systems architecture for assigned operations and exercises. This includes, but is not limited to, communications, core services and Functional Services.
7. When directed supports Combat Readiness Evaluation of Land HQs & Units (CREVAL) and Operational Capabilities Concept (OCC) requirements that exceed the capacity of the G6 Doctrine & Policy Branch,

3. Special Requirements and Additional Duties

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

May have to travel on duty or deploy within and without NATO area for up to six months in any eighteen month period.

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

Normal Working Conditions apply.

The risk of injury is categorised as No Risk.

4. Essential Qualifications

a. Professional/Experience

(1) Command and Control Support (Operational Planning - Spectrum Management)

Activities that coordinate the NATO Military use of the Electromagnetic Spectrum at strategic, operational, and tactical levels by national, international, military and governmental agencies and staffs. This includes the production and co-ordination of the EMCON plan and its operation. Comprehensive management of the spectrum, used for all military purposes (not just CIS), by qualified persons, in order to ensure the most effective use of the limited bandwidths and frequencies within a joint force and between adjacent and higher authorities.

Skill Level (Enable)

Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Plans own work to meet given objectives and processes. Influences customers, suppliers and partners at account level. May have some responsibility for the work of others and for the allocation of resources. Participates in external activities related to own specialism. Makes decisions which influence the success of projects and team objectives. Work includes a broad range of complex technical or professional activities, in a variety of contexts. Investigates, defines and resolves complex issues. Selects appropriately from applicable standards, methods, tools and applications. Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences. Facilitates collaboration between stakeholders who share common objectives. Plans, schedules and monitors work to meet time and quality targets. Rapidly absorbs new information and applies it effectively. Maintains an awareness of developing technologies and their application and takes some responsibility for driving own development.

b. Education/Training

University Degree and 4 years post related experience, or Higher Secondary education and completed advanced vocational training leading to a professional qualification or professional accreditation with 5 years post related and 2 years function related experience.

The additional job specific qualifications and experience is described under Professional/Experience paragraph (4/a). 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, 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.

d. NATO Occupational Codes

SMOC - Command and Control Support (Operational Planning - Spectrum Management)

5. Desirable Qualifications

a. Professional Experience

Requires knowledge in spectrum management and spectrum XXI.

b. Education/Training

- NATO Orientation Course (ETE-MW-3834) provided by NATO - School Oberammergau (NSO)

c. Language

None specified

6. Attributes/Competencies

- **Personal Attributes:** The incumbent must be able to work with little or no supervision as the senior subject matter expert for CIS doctrine, policy and interoperability. Must have patience, be adaptable, good communication skills, good interpersonal skills and good professional judgment in order to provide analysis, advice and actively participate in the decision making process on all doctrine, policy and standardization matters with internal and external personnel.
- **Professional Contacts:** Will represent LANDCOM as the resident spectrum management SME in meetings with higher and lower headquarters
- **Contribution To Objectives:** Spectrum management is vital in maintaining robust communications in support of the Alliance.

There are no reporting responsibilities.

This post reports to:

OLC RCOC 0010 - Section Head (Communications and Information Systems Current Operations) - OF-3

This post does not deputises anybody.

This post is not deputised by anybody.

7. Additional Information

a. Allowances

Members of the staff who fulfil the conditions of eligibility laid down in the Civilian Personnel Regulations shall receive the appropriate allowances/supplements. Some of the allowances are installation allowance, expatriation allowance, family allowance and education allowance. Please refer to Chapter VII of the Civilian Personnel Regulations for details.

b. Privileges & Tax Exemptions

In line with the bilateral agreement, the NATO International Civilians who are neither Turkish nationals, nor permanent residents in Türkiye are granted various privileges and tax exemptions (covering purchase of motor vehicles, motorcycles, caravans, trailers, fuel, household furnishing and appliances and other similar items).

c. Contract

This vacancy notice is for a NATO-2030 agenda project-linked NATO International Civilian (PLN) post. This post is limited to a three-year definite duration project.

d. How to Apply

In order to apply for this vacancy, please visit the platform at: <https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en> and search for vacancies within Land Command HQ.

Note that once you created your profile, you will be able to use it to apply for other vacancies within NATO.

e. Employment Pre-Requisites

Candidates are invited to submit their applications only if:

- They are nationals of a NATO member country
- They are over 21 and under 60 years of age at the time of taking up their appointments. Appointments of definite duration may be offered to candidates of 60 years of age or more, provided that the expiry date of the contract is not later than the date at which the candidate attains the age of 65.

Notice for candidates: LANDCOM is undergoing a reorganization that might affect the job description of this post.

f. Allied Land Command

LANDCOM is the Theatre Land Component and Land Advocate responsible for coordinating and synchronizing NATO and Partner Land Forces by enabling land domain READINESS, INTEROPERABILITY, STANDARDIZATION, and

COMPETENCY; stands ready to deploy headquarters elements to provide planning, coordination, and C2 capabilities to Allied forces.

For history of LANDCOM, please refer to this link: [Allied Land Command - History \(nato.int\)](https://nato.int)

g. Izmir

Izmir is Türkiye's third largest city and one of its largest ports. It is located on an important commercial route with its 13 industrial areas and 2 free zones. With its multi-directional manufacturing facilities, rich natural resources and high quality of life; Izmir is a prominent city both in Türkiye and the world. Izmir demonstrates development in terms of exportation, an important indicator of economy. This qualification provides advantage to Izmir to compete socially and economically, to develop capacity and to accommodate.

For more information: [Izmir - Wikipedia](https://en.wikipedia.org/wiki/Izmir)

8. Additional Remarks

- A) All applicants are reminded that if hired, to reside here, all members including their dependents must comply with Host Nation requirements and definitions regarding residency.
- B) 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.
- C) 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.
- D) 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.
- E) 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.