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

Our Requirement:
Title: Staff Officer (Targeting Support) – NATO 2030
Grade: 15
Duty Location: Brunssum, The Netherlands
Requirement filling date: as soon as possible
Closing date for applications: 6 December 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 Operations Branch provides intelligence support to the overall Joint Targeting effort in JFCBS and ensures intelligence contribution to situational awareness / understanding (SA/SU), feeding to the ACO wide database.
The Targeting Intelligence Support Section is responsible to provide intelligence support to Joint Targeting cycle and to run deliberate targeting process by collating, collecting all targeting materials.
The incumbent contributes to the production and maintenance of target folders and associated target intelligence products, ensuring quality control and compliance with NATO targeting standards and procedures. The position supports Intelligence Support to Targeting (IST) across operational planning, operations and exercises.

The main duties of Staff Officer (Targeting Support) are to:
- Provide knowledge and intelligence support to the joint targeting process via the Joint Targeting Coordination Board (JTCB).
- Manage prioritization of the Joint Targeting List (JTL) and related target lists.
- Develop and conduct Target Material Production (TMP) to include quality control in support of the full scope of the NATO joint targeting process for both real world and exercise activity.
- In coordination with component commands, identify and manage target information supporting the joint targeting process to achieve both lethal and non-lethal effects to include nuclear operations.
- Develop target system analysis (TSA) products in coordination with J2 analysts and subject matter experts throughout the HQ.

- Work closely with the Joint Targeting and Effects Branch, including J35 targeting and Communications Directorate Info Ops / PSYOPS personnel.
- Participate in the Information Activities Working Group and Board as needed.
- Undertake work as part of a project team or working group as directed or assigned.
- Develop, define, and refine follow on requirements for the position.
- In coordination with component commands, identify and manage target information supporting the joint targeting process to achieve.

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 criminology, police, administration of justice, criminal law or related field/subject *(equivalent is Higher Secondary Education AND completed advanced vocational training in relevant field leading to a professional certification or accreditation).*
- Minimum 8 years professional experience as an Intelligence analyst or targeteer in the military environment.
- Minimum 3 years professional experience of target development at joint or component level.
- Minimum 3 years professional experience in recommending prioritization of targets.
- Minimum 3 years professional experience in target validation at joint or tactical level.
- Participation in 2 major exercises/ operations (joint and/or strategic level) with experience in Battle Damage Assessment (BDA) management.
- Minimum 2 years intelligence experience in a NATO or national level.

Desirable Qualifications are:

- Certified targeteer at National or NATO level.
- Previous targeting experience in working with Collateral Damage Estimation, Battle Damage Assessment, Intermediate Target Development, and Joint Targeting at the national, multinational, and/or NATO level.
- Experience covering Joint staff functions, preferably in a NATO environment.
- Completion of relevant courses / trainings.

The successful candidate possesses following personal attributes:

- ✓ Excellent communication skills, both oral and written - able to communicate at all levels;
- ✓ Excellent interpersonal skills including tact and diplomacy;
- ✓ High level of organisational and coordination skills;
- ✓ Ability to collaborate and work with various stakeholders;
- ✓ Ability to work independently;
- ✓ Ability to work under pressure;
- ✓ Good problem-solving skills.

The successfully 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 is released. The medical examination will take place with our medical consultant. It is required to determine if the recommended candidate is fit to perform the duties and is deployable to NATO's areas of operation.

This requirement is in support of the **NATO 2030** agenda.

The successful candidate will be offered a 3-year definite duration contract as NATO International Civilian (NIC); remuneration will be exempt from taxation and allowances will be applied whenever applicable.

For serving NATO international Civilians: contract will be offered in accordance with the NATO Civilian Personnel Regulations and the additional Nations' guidance (MCM-0061-2023 for NATO 2030 Project Linked NICs). The selected staff member will get a definite duration contract regardless of the current contract, with the exception of the case when they have more than 10 years of service, in which case they will receive an indefinite duration contract.

Due date for receipt of applications: **Sunday, 6 December 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.