



VACANCY NOTIFICATION/ NOTIFICATION DE LA VACANCE DU POSTE

System Engineer (Project Post)-261205

Primary Location: Belgium-Brussels

NATO Body: Battlefield Information Collection and Exploitation System (BICES)

Schedule: Full-time

Application Deadline: 06-Sep-2026, 11:59:00 PM

Salary (Pay Basis): 6,713.06Euro (EUR) Monthly

Grade NATO Grade G15

Description:

1. SUMMARY

The BIGES Group Executive (BGX), a NATO entity, is the executive body of the BIGES Group (BG). The BG exists to enable the sharing and exchange of intelligence and information between and amongst NATO nations, with NATO and with other non-NATO nations and organisations. Under the leadership of the Director, BGX is composed of the Intelligence and Enterprise Services (IES) Division, the Programs, Engineering and Maintenance (PEM) Division, the Operations and Security Services (OSS) Division and the Intelligence, Surveillance and Reconnaissance (ISR) Cell.

The core mission of the PEM Division is to provide the primary expertise to manage the BIGES Programme, develop, improve and manage the lifecycle of IT capabilities, and implement and maintain the IT capabilities. As such, PEM is championing all IT aspects with integrated expert team members from the other BGX Divisions. The PEM Division is directed by the Deputy Director for PEM and is composed of three Branches in direct support of the mission: Programme and Project Management, Engineering and Enterprise Architecture, and Maintenance and Implementation.

The EEA Branch drives BIGES IT coherence and modernisation, and is responsible for leading the planning, definition, maintenance, and governance of BIGES architectural baselines, service coherency, technical designs, standards, and solutions to ensure coherent, secure, and interoperable enterprise capabilities. The Branch drives the development of CIS solutions, based on requirements and modernisation aspects with a view to provide focus of the solution through architectures, develop designs taking specific system requirements into account (e.g. cyber security, operational), support transition of solutions into the system and provide service ownership.

Under the supervision of the EEA Branch Head, the System Engineer supports the integration, testing, validation and transition of software and application services into the BIGES enterprise. The incumbent ensures that changes, updates and new software components are introduced in a controlled and interoperable manner, aligned with PEM technical-governance principles, BIGES

architectural standards and NATO software and interoperability requirements. The incumbent performs these activities under the technical guidance of the Principal System Engineer Principal System Engineer and contributes to the implementation of engineering solutions defined by the Engineering and Enterprise Architecture Branch.

The incumbent contributes to PEM capability development and lifecycle processes by performing integration tasks, preparing and maintaining technical documentation, supporting system testing and acceptance activities, validating application behaviours, and coordinating technical actions in support of the Service Owner with the assigned Service Team, IES, OSS, ISR Cell staff, the NATO Communications and Information Agency (NCIA) and national representatives to maintain operational readiness and service coherence. S/He supports the integration and validation of software and applications so they operate correctly within BIGES and, where applicable, provide interoperability with interconnected systems, like the NATO Enterprise CIS, in accordance with approved architecture and security standards.

Operational travel may be required in accordance with the BG Deployment Policy and national requirements.

2. QUALIFICATIONS AND EXPERIENCE

Essential

- Possesses minimum a Bachelor Degree in information technology, computer science or another IT related discipline.
- At least three years' experience in agile software development, integration and testing;
- Knowledge of agile programming methods, like DevSecOps, networking concepts and experience in the maintenance of software applications;
- Knowledge of XMPP based applications and web-based applications;
- Ability to prepare and maintain documentation of a technical nature;
- Experience with object-oriented analysis, design and development;
- Experience with structured programming languages (e.g. Java, Java Script) and scripting languages;
- Experience with Microsoft Windows, Linux/UNIX environments and virtualisation platforms (e.g. VMware). and web server technologies;
- Level V (Advanced) proficiency in the English language.

Desirable

- Experience supporting secure software integration processes consistent with NATO and NCIA guidance;
- Understanding of configuration management and lifecycle requirements relevant to BIGES applications;
- Experience with automated testing, integration tooling or continuous integration approaches;
- Knowledge of NATO and national CIS security policies and accreditation considerations;
- Experience working within multinational or coalition environments;
- Experience with the NATO Software Factory (NSF);
- Familiar with Microsoft Azure Cloud environments;

- Familiarity with integration and testing considerations for applications operating within cloud ready, Digital Backbone-aligned or data-centric NATO/NCIA environments.

3. MAIN ACCOUNTABILITIES

Expertise Development

Maintain up-to-date technical knowledge of software integration, testing and validation practices to support secure, controlled and interoperable capability development. Apply established engineering methods, contributes to solution evolution, and ensure that integration and testing approaches align with PEM technical-governance principles, BICES architectural standards and NATO interoperability expectations.

Knowledge Management

Support the systematic organisation and maintenance of software-integration knowledge by preparing, updating and storing documentation, test records, interface descriptions and integration artefacts, and by contributing to lessons learned and reference materials that enhance continuity and standardisation.

Information Management

Ensure accurate and controlled management of integration-related information by maintaining documentation, change records and lifecycle data, and by ensuring that technical information supporting testing, integration and transition activities is stored and protected in accordance with PEM and EEA processes.

Organisational Efficiencies

Support efficient integration and testing activities by applying standardised procedures, identifying opportunities to improve integration workflows or automation, reinforcing adherence to lifecycle, configuration-control and security requirements, and contributing to reliable and consistent integration outcomes.

Planning and Execution

Execute integration, testing and transition activities to ensure that software components and applications are introduced in a controlled, coherent and interoperable manner. Install, configure and validate software elements; participate in test planning and execution; support acceptance and transition activities; and coordinate technical actions with IES, OSS, ISR Cell staff, NCIA, and national representatives to maintain service integrity, operational continuity and lifecycle alignment.

Project Management

Support project implementation by performing assigned integration and testing tasks, contributing technical input on risks, impacts and dependencies, and ensuring project deliverables meet required interoperability, performance and lifecycle standards.

Stakeholder Management

Coordinate integration and testing activities with internal and external stakeholders to maintain coherent technical outcomes and effective service delivery. Provide clear technical communication, collaborate with PEM, IES, ass, the ISR Cell, NCIA, and national representatives, and support engagement with commercial vendors to ensure that integration tasks, interface behaviours and testing actions contribute to interoperable and reliable BIGES services.

4. INTERRELATIONSHIPS

Reports to the EEA Branch Head. Works closely with PEM, IES, ass and ISR Cell staff and liaises with NCIA, national representatives and commercial organisations to support integration, testing, validation and lifecycle processes.

Direct reports: O

Indirect reports: O

5. COMPETENCIES

Achievement

Works to meet expected performance standards and deliver outputs within agreed timelines. Performs integration and testing tasks to required quality levels and ensures that software and application components support secure, interoperable and reliable BIGES services.

Analytical Thinking

Breaks down problems and information to identify relationships, patterns and logical conclusions. Analyses software behaviours and integration issues and applies structured diagnostic methods to identify effective solutions.

Clarity and Accuracy

Communicates information in a clear and precise manner and checks work carefully for accuracy. Produces accurate integration records, configuration documentation and test results that support controlled and reliable system behaviour.

Customer Service Orientation

Responds constructively to the needs and requests of internal and external users in support of service quality and mission needs. Supports timely integration actions that meet stakeholder requirements while maintaining operational continuity.

Initiative

Takes action within own area of responsibility to address issues and improve results without waiting to be told. Identifies integration problems or testing anomalies, proposes corrective measures and acts within authorised procedures to support secure and effective service integration.

Teamwork

Works cooperatively with others to achieve shared goals and supports a positive and collaborative team environment. Collaborates with colleagues across PEM, IES, OSS, ISR Cell, NCIA and national partners to support coherent integration, testing and transition activities.

6. CONTRACT

Contract to be offered to the successful applicant (if non-seconded): Definite Duration contract of three years.

Contract clause applicable:

This post is a limited duration project post. The first 6 months of the contract will be considered as probationary period.

If the successful candidate is seconded from the national administration of one of NATO's member States, a three-year definite duration contract will be offered.

Serving staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations.

7. USEFUL INFORMATION REGARDING APPLICATION AND RECRUITMENT PROCESS

Please note that we can only accept applications from nationals of NATO member countries. Applications must be submitted using e-recruitment system, as applicable:

- For NATO civilian staff members only: please apply via the internal recruitment portal ([link](#));
- For all other applications: www.nato.int/recruitment

Before you apply to any position, we encourage you to [click here](#) and watch our video providing 6 tips to prepare you for your application and recruitment process.

Do you have questions on the application process in the system and not sure how to proceed? [Click here](#) for a video containing the information you need to successfully submit your application on time. **When submitting your application, please ensure that your Taleo Candidate Profile is updated and that your CV is correctly uploaded in the Taleo attachments section.**

More information about the recruitment process and conditions of employment, can be found at our website (<http://www.nato.int/cps/en/natolive/recruit-hq-e.htm>)

Appointment will be subject to receipt of a **security clearance** (provided by the national Authorities of the selected candidate), approval of the candidate's **medical file** by the NATO Medical Adviser, verification of your study(ies) and work experience, and the successful completion of the **accreditation** and notification process by the relevant authorities.

NATO will not accept any phase of the recruitment and selection prepared, in whole or in part, by means of reference documents without proper quotes (plagiarism), or any tools available on internet, including but not limited to translation facilities, or generative artificial-intelligence (AI) 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 tools will be rejected without further consideration, and NATO reserves the right to take further steps in such cases as appropriate.

8. ADDITIONAL INFORMATION

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, and strongly encourages women to apply.

NATO is committed to fostering an inclusive and accessible working environment, where all candidates living with disabilities can fully participate in the recruitment and selection process. If you require reasonable accommodation, please inform us during your selection process.

Candidates will be required to provide documented medical evidence to support their request for accommodation.

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.

Due to the broad interest in NATO and the large number of potential candidates, telephone or e-mail enquiries cannot be dealt with.

Applicants who are not successful in this competition may be offered an appointment to another post of a similar nature, albeit at the same or a lower grade, provided they meet the necessary requirements.

The nature of this position may require the staff member at times to be called upon to travel for work and/or to work outside normal office hours.

The organization offers several work-life policies including Teleworking and Flexible Working arrangements (Flexitime) subject to business requirements.

Please note that the International Staff at NATO Headquarters in Brussels, Belgium is a non-smoking environment.

For information about the NATO Single Salary Scale (Grading, Allowances, etc.) please visit our [website](#). Detailed data is available under the Salary and Benefits tab.

NATO does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. For more info please [click here](#).