

## **NOTIFICATION OF A CIVILIAN PERSONNEL VACANCY**

AT JOINT FORCE COMMAND, POST-BOX 270, NL- 6440 AG BRUNSSUM

### **Our Requirement:**

Title: Analyst (CIMIC Resilience) – NATO 2030

Grade: 15

Duty Location: Brunssum, The Netherlands

Requirement filling date: as soon as possible

Closing date for applications: 06 October 2024

### **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 Plans Directorate is responsible for the development and production of all Concept of Operations (CONOPS) and Operations Plans (OPLANs) within its Area of Responsibility and providing the interface between NATO Command Structure (NCS) and NATO Force Structure (NFS).

The J9 Division is responsible for Civil-Military and Military Partnership programmes. The Civil-Military Cooperation (CIMIC) Branch contributes to the planning and execution of operations and exercises, including participation in HQ's Deployable Elements, by providing assessment and advice on the civil environment during all phases of an operation and throughout the battle rhythm.

The Liaison and Knowledge Development (L&KD) Section coordinates a JF HQ-wide out-reach programme and synchronises in-theatre and out-of-theatre liaison. It contributes to the JF HQ' Comprehensive Approach efforts by establishing and maintaining dialogue and interaction with civil authorities and stakeholders at operational and strategic level from the international community (Governmental Organisations, International Organisations (IOs), Non-Governmental Organisations (NGOs), Centres of Excellence (COEs), Academia and Think Tanks). The Section facilitates harmonisation of military and civil activities, contributes to the comprehensive civil assessment, through data exchange and examination thus facilitating Knowledge Development of the civil environment including nations' status of Resilience through Civil Preparedness, which contributes to the wider situational awareness and understanding of the civil factors in the operating environment. This Section contributes to the JF HQ-wide effort to Human Security in Operations and acts as the primary custodian within the JF HQ for the following crosscutting topic: Cultural Property Protection. In order to facilitate the future Allied Command Operations (ACO) envisaged CIMIC Analysis and Assessment Capability, the incumbent will support the Resilience cell in creating a comprehensive assessment of the Military Contribution to Human Security (MC2HS) and the civil factors of the Comprehensive Understanding of the Operating Environment (CUOE) with a specific focus on Resilience through Civil Preparedness (RtCP). By doing so, the incumbent is contributing in enhancing the

Situational Awareness and Situational Understanding (SA/SU) of the civil environment in which JFCBS is conducting its operations.

**The Analyst (CIMIC Resilience):**

- Supports the HQ's understanding of the impact national and wider resilience potentially has on NATO operations and how it interrelates to the civil factors of the operating environment.
- Supports the development and monitoring of RtCP as a staff analyst.
- Regularly interfaces and maintains relationships with subordinate Commands (such as MNC-NE/MND-C/NFIUs) in order to ensure the proper direction and guidance and support of ongoing analysis.
- Ensures that Resilience through Civil Preparedness (RtCP) Analysis and Assessment processes and information is included in the planning process and in the Battle Rhythm of exercises and of operations
- Supports the analysis and assessment of the development of the Comprehensive Understanding of the Operating Environment (CUOE), the civil factors of the operating environment, the CIMIC Estimate and other Knowledge Development products with input from non-military actors, NATO and national military units and open sources to develop and maintain a Civil Environment Picture (CEP).
- Frequently advises, coordinates and de-conflicts with other members of the RtCP Community of Interest (i.e. J2 IPA, JENG, J4, J3 CSO, J3 FP).
- Supports the development and maintenance of a database, spreadsheets and other data tools; consolidates operational information on a regular schedule to support analysis.
- Creates timely and relevant civil environment and RtCP Analysis and Assessment products, such as reports, charts and infographics by processing data and translating it into graphical products to convey messages and a storyline.
- Contributes to the management and maintenance of crisis specific information portals.
- Undertakes work as part of a project team or working group as directed or assigned.

The work is normally performed in a Normal NATO office-working environment. Normal Working Conditions apply.

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 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.

**The 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 in relevant field / subject and 2 years related experience **OR** Higher Secondary education and completed advanced vocational training in relevant field / subject leading to a professional qualification or accreditation with 4 years related experience.
- Minimum 3 years' professional experience in CIMIC or related field in a large international organisation.
- Minimum 3 years' professional experience in analysis and assessment.
- Minimum 3 years' professional experience in the field of Resilience through Civil Preparedness (RtCP).

**The Desirable Qualifications are:**

- Familiarity with OSINT and OSIF protocols and products.
- Experience working in NATO, including deployment to NATO mission.
- Completion of Analysis and assessment training.
- Completion of for this position relevant courses / training.

**The successful candidate possesses following personal attributes:**

- ✓ Excellent communication skills, both oral and written - able to communicate at all levels
- ✓ High level of organisational and coordination skills
- ✓ High level of interpersonal skills including tact and diplomacy
- ✓ Ability to think clearly and articulate multifaceted concepts to others
- ✓ Ability to work under pressure
- ✓ Good analytical skills

The successful selected candidate needs to have a NATO security clearance and is required to pass a medical examination before an employment contract offer will be released.

This requirement is in support of the [NATO 2030](#) agenda.

The successful candidate will be offered a 3 years 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 06 October 2024**

Candidates have to apply electronically in NATO Talent Acquisition Program through following link:

<https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en>

**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 (*Attachments are supporting documents and should not be referred to in the job submission*).**

**Only candidates meeting ALL essential required qualifications will be considered and be assessed in competition with other candidates.**