



VACANCY NOTIFICATION

Communications and Network Engineer, Intelligence, Surveillance and Reconnaissance Development Centre (ISRDC) -220504

Primary Location Germany - Ramstein-Miesenbach

NATO Body NATO International Staff (NATO IS)

Schedule Full-time

Salary (Pay Basis) : 5,735.66Euro (EUR) Monthly

Grade NATO Grade G15-G17

Description:

1. SUMMARY

The BICES Group Executive (BGX), a NATO entity, is the executive body of the BICES Group (BG). The BG exists to enable the sharing and exchange of Intelligence and Information between and amongst the NATO nations, with NATO, and with other non-NATO nations and Organizations. The BGX, under the leadership of the Director, is comprised of the following pillars: Intelligence and Enterprise Services (IES) Division, Programmes, Engineering and Maintenance (PEM) Division, Operations and Security Services (OSS) Division and Intelligence, Surveillance and Reconnaissance (ISR) Cell.

The ISR Cell is established and funded by the BICES ISR Community through the BICES ISR Working Group (BISRWG). The mission of the BISRWG, which is primarily carried out through the ISR Cell, is to coordinate and direct the establishment of a BICES integrated capability for multinational federated ISR Processing, Exploitation and Dissemination (PED), ensuring interoperability and integration with NATO capabilities in support of national, NATO and non-NATO operations.

The Cell is located in the BGX at NATO Headquarters in Brussels, Belgium, and the BICES ISRDC in the European Partner Integration Enterprise (EPIE) at Ramstein Air Base, Germany.

The ISRDC is a forward detachment of the BICES ISR Cell and the ISRDC team will work alongside EPIE to coordinate BICES ISR Nations' efforts to conduct federated

Tasking Collection and PED (TCPED) and to develop future operational and technical capabilities. The team will coordinate with NATO Air Command (AIRCOM), the 603rd AOC, and DGS-4 to contribute to NATO and multinational Joint ISR and federated PED activities, and for the development of agreed standards, Concept of Operations (CONOPs) and Tactics, Techniques and Procedures (TTPs).

Under the direction of the ISRDC Team Lead and Operations Coordinator, the incumbent is responsible for planning and programming ISR technical support matters. S/He contributes to the development of the ISR Cell Work Plan, the BGX Mid-Term Plan (MTP) and Programme of Work (POW). S/He works closely with EPIE and ensures that the BICES and BISRWG objectives are met in a coordinated, timely and cost-effective manner and interfaces with the BISRWG, with nations and NATO officials. S/He ensures effective liaison and coordination of BICES ISR activities with all relevant Bodies and Agencies.

2. QUALIFICATIONS AND EXPERIENCE

Essential

The incumbent must:

- possess a University degree in Information Technology, Cyber Security and ISR engineering;
- have at least three years of post-related experience, in engineering and support of ISR operations with a focus on operational airborne ISR;
- demonstrate experience in producing documentation packages for security accreditation;
- be experienced in Project Management;
- have experience in the specification, design and/or implementation of national strategic and/or tactical Intel/ISR systems;
- possess expertise in systems security matters, including training/education in Information Assurance and Cyber Defence, and accreditation processes and procedures;
- have proven ability to communicate effectively orally and in writing, with good briefing skills;
- possess excellent organizational skills and ability to interrelate;
- be experienced in planning, designing, developing, testing and deploying IT system security technology (including hardware, software and network);
- have the know-how to implement and test scalable and fault-tolerant software solutions and IT platforms in secure environments;
- have knowledge of communication protocols (routing and routed), firewalls, encryption devices and common network architectures based on these technologies;
- possess level V (Advanced) of the English language.

Desirable

The following will be considered an advantage:

- familiarity with US ISR organizations such as U.S. Air Forces in Europe (USAFE), EPIE and Distributed Common Ground/Surface System (DCGS) Enterprise CONOPs;
- familiarity with national and/or NATO ISR doctrine and intelligence systems;
- knowledge of intelligence collection and exploitation organizations and systems, concept, technology and security, such as BICES;
- experience in engineering in support of operational ISR systems in support of air activities at tactical level (Air Operations Center (AOC) or Coalition Intelligence Fusion Center);
- experience in operational deployments in support of air ISR activities during recent NATO or Coalition operations;
- knowledge of Automatic Data Processing (ADP) systems;
- experience in participating in national, EU, and/or NATO Working Groups;
- certification in Project Management (PRINCE2, etc.);
- experience with STANAG 4559 ed. 4, Coalition Shared Data servers, the NCIA Joint ISR Service Line, Imagery Product Library servers, or in the MAJIIC project;
- working knowledge of NATO organization and procedures;
- familiarity with BICES systems and procedures.

3. MAIN ACCOUNTABILITIES

Expertise Development

Coordinate and support nations' implementation of streaming ISR and IRM/CM (Intelligence Requirement Management/ Collection Management) systems on the BICES network, ensuring synchronization with the BGX hub streaming services. Support nations' efforts to interface non-STANAG 4559 streaming services with the BGX services. Coordinate nations' plans and programmes to enhance streaming services with advanced Discovery, Search and Retrieval (DSAR) capabilities, ensuring interoperability with NATO capabilities. Provide guidance and direction as necessary to personnel involved in the ISR functional area of the BGX. Act as the main point of contact for the ISR Development Centre Team Lead, ISR Cell Chief and ISR Chief Engineer/Architect for Planning and Programming activities.

Knowledge Management

Cooperate with EPIE, nations and NATO to develop next generation ISR technologies in order to provide ISR services on the BICES network. Conduct market research for future ISR-related technologies in areas such as artificial intelligence and machine learning. Assist with the testing and demonstration of future ISR technologies and guide their incorporation into the BICES ISR construct. Draft documentation of a technical nature such as design documents, requests for change for approval to operate, standard operating procedures, security tests and verification plans, security operations and statements of compliance.

Planning and Execution

Plan and manage the establishment of an additional BICES Point of Presence (POP), including personnel and workspace, within EPIE to support ISR operations and capability development. Ensure the expansion of BGX central ISR support services and BICES availability to EPIE. Ensure liaison and coordination of BICES ISR activities with

all relevant Bodies and Agencies, mainly with EPIE, BICES ISR Cell, NATO Air Command (AIRCOM), Allied Command Operations (ACO), Allied Command Transformation (ACT) and NCIA.

Project Management

Coordinate and support nations' fielding of Coalition Shared Data server (CSD) and equivalent data/product storage capabilities on the BICES network, ensuring synchronization with the BGX hub CSD. Support EPIE and nations' efforts to interface CSDs and with equivalent Imagery Product Libraries, Streaming and Workflow capabilities provided by nations. Coordinate nations' plans and programmes to enhance CSD and other ISR supporting systems, ensuring interoperability with NATO capabilities and with EPIE. Coordinate and support nations' efforts to connect national PED centres and systems to the BICES network. Support nations with planning and implementation of distributed PED management capabilities, ensuring interoperability with NATO concepts and capabilities.

Stakeholder Management

Promote and maintain professional relations with officials, both military and civilian, within nations and NATO, as required. Work closely with EPIE, AIRCOM, the 603rd AOC and DGS-4. Interface with the BISRWG, with Nations and NATO Officials.

Perform any other duty as required.

4. INTERRELATIONSHIPS

The incumbent reports to the ISRDC Team Lead and Operations Coordinator and Team lead. S/He supervises the work of the ISRDC System Administrator and Network Technician. S/He coordinates and interacts with other BGX and ISR staff, as required and in particular with staff from the OSS and PEM divisions.

Direct reports: N/A

Indirect reports: 1

5. COMPETENCIES

Analytical Thinking: Sees multiple relationships. Links causes and consequences at increasingly complex levels. Relates information objectively to reach logical conclusions and develops solutions.

Flexibility: Adapts to unforeseen situations. Maintains personal effectiveness and efficiency in unexpected situations. Makes small or temporary organizational changes to meet the needs of a specific situation. Adapts tactics to fit the situation or the person.

Impact and Influence: Takes multiple actions to persuade. Carefully prepares information and supporting arguments in anticipation of others' reactions. Adapts a presentation or discussion to appeal to the interests and work environment of others. Calculates the impact of actions, words etc. on the audience and selects language and examples which are appropriate to the situation and level of staff dealt with.

Initiative: Is decisive in a time-sensitive situation. Acts quickly and decisively in a crisis or other time-sensitive situation. Is unafraid to propose and/or take action when the norm would be to wait, study the situation and hope the problem will resolve itself.

Organizational Awareness: Understands organisational climate and culture. Is aware of the unspoken limitations of the Organization, what is and is not possible at certain times or in certain situations. Adapts one's approach to the Organization's culture in order to bring about the optimal result.

Teamwork: Cooperates. Participates willingly in the team, doing his/her share of the team's work. Shares information and knowledge freely, offering support and cooperation.

6. CONTRACT

Contract to be offered to the successful applicant: Definite duration contract of three years; possibility of renewal for up to a further six years in 3-year increments; possibility of an indefinite duration contract thereafter.

Contract clause applicable:

The maximum period of service foreseen in this post is 9 years. The successful applicant will be offered a 3-year definite duration contract, which may be renewed for a further period of up to 6 years, in 3-year increments which may be followed by an indefinite duration contract.

If the successful applicant is seconded from the national administration of one of NATO's member States, a 3-year definite duration contract will be offered, which may be renewed for a further period of up to 6 years, in 3-year increments, subject also to the agreement of the national authority concerned. The maximum period of service in the post as a seconded staff member is nine years.

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

NOTE:

Irrespective of previous qualifications and experience, candidates for twin-graded posts will be appointed at the lower grade. Advancement to the higher grade is not automatic, and will not normally take place during the first three years of service in the post.

Under specific circumstances, serving staff members may be appointed directly to the higher grade, and a period of three years might be reduced by up to twenty four months for external candidates. These circumstances are described in the IS directive on twin-graded posts.

7. 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

Please note that at the time of the interviews, candidates will be asked to provide evidence of their education and professional experience as relevant for this vacancy.

Appointment will be subject to receipt of a security clearance (provided by the national Authorities of the selected candidate) and approval of the candidate's medical file by the NATO Medical Adviser.

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 and the successful completion of the accreditation and notification process by the relevant authorities.

8. ADDITIONAL INFORMATION

The BICES Group Executive (BGX) is a NATO body. 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.

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

Please note that the BGX is located in Ramstein, Germany and 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.