



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 250608

Vacancy Number: G28/25

Post Number: OSC UIXX 0016

Job Title: Data Scientist

NATO Grade: 17

Basic Monthly Salary (12 x per year): 7,970.25 €, tax free

Closing Date: Friday 09 May 2025

POST CONTEXT/POST SUMMARY

Supreme Headquarters Allied Powers Europe (SHAPE) provides an integrated Strategic Effects framework, employing a multi-domain and multi-region focus to create a 360-degree approach, with the flexibility to enable, upon direction, a seamless transition from Baseline Activities and Current Operations (BACO) up to the Maximum Level of Effort (MLE). SHAPE supports SACEUR in fulfilling his terms of reference, as directed by the North Atlantic Council.

The J10/StratCom Directorate is responsible for the implementation of an AOR-wide cognitive campaign in support of ACO vigilance activities and AOR management and the delivery of strategic effects in the cognitive dimension that support SACEUR's strategic objectives, during peace, crisis, and conflicts.

The Information Environment Assessment (IEA) Branch conducts systematic, data-driven analysis and assessment of the Information Environment to support understanding, decision-making and the application of capability in the engagement space.

The Data Scientist provides advice on the most effective application of big data analytics, guiding the codification and implementation of data science and analysis techniques and practices in order to improve the efficiency of IEA.

PRINCIPAL DUTIES

The incumbent's duties are:

1. Lead the ongoing project to introduce advanced data analytics to NATO's IEA capability, including directing and guiding externally procured services
2. Lead the codification and implementation of data science and analysis techniques and practices into military policy and doctrine
3. Drive the application of big data analytics to continually enhance the efficiency of the IEA capability

4. Contribute to J10 work in the area of Information Environment Assessment in an active, timely and well-coordinated manner
5. Deliver high quality reports including actionable recommendations
6. Contribute to improving the quality, scope and operational relevance of IE assessments
7. Develop and maintain professional relationships with NHQ, ACT, NCIA and across ACO to promote synergies within and between different disciplines (i.e. intelligence, targeting, cyber, operations)
8. Maintain professional relationships with government agencies, research & technology organizations and commercial bodies to solicit information on cutting-edge technology issues relevant to J10
9. Undertake additional duties and assume other responsibilities as directed by the Chain Of Command

SPECIAL REQUIREMENTS AND ADDITIONAL DUTIES

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 up to 180 days. 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.

ESSENTIAL QUALIFICATIONS

a. Professional/Experience

1. Minimum of 4 years post-related experience relating to data science, analytics, or a related field in line with expertise and competencies outlined for this role
2. Experience of working with large and complex data sets, including both structured (e.g., relational databases, time-series data) and unstructured data (e.g., natural language, sensor data)
3. Experience with data processing (regular and distributed), data transformation, integration and analysis, including cleaning, pre-processing and feature engineering of structured and unstructured data for statistical modelling, machine learning and AI system development
4. Experience with programming (e.g. Python) and libraries for data handling (e.g., Pandas, Numpy), data visualisation (e.g. Matplotlib, Seaborn) and machine learning (e.g., Scikit-learn, TensorFlow)
5. Strong background in statistical modelling, machine learning and AI
6. Experience in qualitative and quantitative data collection, processing and analysis, including working with audience research data (e.g., survey data)
7. Experience using analytical tools and query scripting to generate actionable insights
8. Experience in applying data analytics for assessment purposes, developing reports with data visualisation and explain data as a convincing story

b. Education/Training

University Degree in statistics, applied mathematics, computer science, operational research, economics or related discipline (i.e., field with strong focus on statistical modelling and machine learning) and 4 years post related experience, or Higher Secondary education and completed advanced vocational training in that discipline leading to a professional qualification or professional accreditation with 7 years post related experience.

c. Language

English - SLP 3333 - (Listening, Speaking, Reading and Writing)

DESIRABLE QUALIFICATIONS

a. Professional Experience

1. Experience in project management
2. Prior experience of working for NATO, an international organization comprising military and civilian elements or in the public sector in a military or intelligence community

b. Education/Training

1. Complementary degree in political science, communications, or relevant field
2. PhD or Master's degree in statistics, applied mathematics, computer science, operational research, economics or related discipline (i.e., field with strong focus on statistical modelling and machine learning)

ATTRIBUTES/COMPETENCIES

Personal Attributes: The incumbent must demonstrate a high degree of professionalism, organizational abilities, coordination, and communication skills in the performance of their duties. They should possess the capability to present information clearly and logically, both in writing and by other means, with extreme accuracy and attention to detail. The post requires an exceptional leader with strong analytical and technical expertise, conceptual thinking, and problem-solving skills. Effective team-working and management skills are essential including strong interpersonal skills and the ability to collaborate within a multicultural team and engage with diverse stakeholders.

Professional Contacts: It is desirable that the incumbent has a wide range of professional contacts with personnel within NATO organisations and agencies, civilian academia and industry.

J10 Strategic Communications will increasingly be embedded in a wide network of committees and working groups, with external and internal stakeholders. The incumbent will be required to attend meetings with internal and external participants up to and including ACO and NATO Commanders.

Contribution To Objectives: This post contributes directly to the objectives of the Division. Due to the increasing demand for IEA within SHAPE and across ACO this post's outputs benefit the organization significantly.

REMARKS:

Duration of contract: Serving staff members will be offered a contract according to the NATO Civilian Personnel Regulations (NCPR). Newly recruited staff will be offered a definite duration contract of three years normally followed by an indefinite duration contract.

The salary will be the basic entry-level monthly salary defined by the NATO Grade of the post, which may be augmented by allowances based on the selected staff member's eligibility, and which is subject to the withholding of approximately 20% for pension and medical insurance contributions.

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.

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.

Applicants who prove to be competent for the post but who are not successful in this competition may be offered an appointment in another post of a similar nature, which might become vacant in the near future, albeit at the same or lower grade, provided they meet the necessary requirements.

We believe that all people are capable of great things. Because of this, we encourage you to apply even if you do not meet all of the criteria listed within this job description.

HOW TO APPLY FOR A NATO CIVILIAN POST AT SHAPE:

Applications are to be submitted using NATO Talent Acquisition Platform (NTAP) (<https://nato.taleo.net/careersection/2/jobsearch.ftl?lang-en>). Applications submitted by other means (e.g. mail, e-mail, fax, etc) are not accepted.

More information to be found on these links:

[6 Tips for Applying to NATO Application Process](#)

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.

Remarks:

- A. Only nationals from the 32 NATO member states can apply for vacancies at SHAPE.
- B. Applications are automatically acknowledged within one working day after submission. In the absence of an acknowledgement please make sure the submission process is completed, or, re-submit the application.
- C. Qualified redundant staff of the same grade interested in this post should inform this office, via their HR/Personnel Office by not later than vacancy's closing date.
- D. Candidates' individual telephone, e-mail or telefax enquiries cannot be dealt with. All candidates will receive an answer indicating the outcome of their application.
- 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.