



Science and Technology Organization

Centre for Maritime Research and Experimentation

La Spezia - Italy



VACANCY NOTICE

Network Security Analyst (241774)

Primary Location: Italy-La Spezia

NATO Body: Centre for Maritime Research and Experimentation (CMRE)

Schedule: Full-time

Application Deadline: 19 January 2025

Salary (Pay Basis): 4,599.62 EUR (Monthly)

Grade NATO SSS Grade G12-G14 (ABCL B5-B6)

Clearance Level NS

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

Does the idea of contributing to the security and performance of complex networks thrill you? We are looking for a network security analyst to help safeguard cutting edge research and innovation at CMRE.

1. POST CONTEXT

This is a position within the Centre for Maritime Research and Experimentation (CMRE), an organization of the North Atlantic Treaty Organization (NATO).

CMRE is an established, world-class scientific research and experimentation facility that organizes and conducts scientific research and technology development, centred on the maritime domain, delivering innovative and field tested Science & Technology (S&T) solutions to address defence and security needs of the Alliance.

This position is within the Engineering and Information Technology Division (EITD), which supports the execution of the Programme of Work.

EITD consists of the Engineering Branch (EB) and the Information Technology Branch (ITB):

- The **EB** addresses the engineering and technological requirements of the Centre's research activity, by designing, developing, constructing, testing at-sea and maintaining, repairing and calibrating electronic, oceanographic, mechanical, acoustical assemblies and unmanned

systems, especially prototypes, or combinations of such units as required. The branch has the following sections:

- Sonar & Marine Sensors Section
 - Ocean Engineering Section
 - Embedded Systems Section
- The **ITB** supports the conception, design, development and construction of state-of-the-art technologies in computing, networking and data infrastructure as well as developing, integrating, and validating software applications, services and products. All this is done while ensuring interoperability, security and compliance with relevant NATO policies and regulations. The branch has the following sections:
 - Software Development and Data Management Section
 - Scientific CIS Section

The position is within the Information Technology Branch, Scientific CIS Section.

2. PRINCIPAL DUTIES

- Identify and resolve network problems following agreed procedures.
- Use network management software and tools to collect agreed performance statistics.
- Carry out agreed network maintenance tasks.
- Develop, document and implement changes based on requests for change. Apply change control procedures.
- Contribute to detection, reaction and reporting on CIS Security incidents, in accordance with the requirements of relevant NATO security policies, directives, and Security Operating Procedures (SecOPs).
- Support Incident Response Activities and Cyber Threat Investigations, in accordance with the requirements of NATO Security Policies, Directives and SecOPs.
- Perform non-standard security administration tasks and resolve security administration issues.
- Communicate information security risks and issues to managers and others as appropriate.
- Perform basic risk assessments for small information systems.
- Contribute to vulnerability assessments.
- Apply and maintain specific security controls as required by organizational policy and local risk assessments.
- Collaborate to continuous enhancement of architecture, systems, processes and services, focusing on review and improvement to drive operational efficiency.
- Assist with the implementation of agreed remedies and preventative measures.

- Undertake security testing, in accordance with an agreed Security Test & Verification (ST&V) Plan.
- Contribute to the formulation of SecOPs for the CIS.
- Support storage, processing and transmission of NATO information in accordance with the approved SecOPs.
- Support the periodic security audits performed by Security Staff and the Security Accreditation Authority.
- Contribute to the maintenance of configuration baselines through configuration management and change control.
- Contribute to keeping the security organization informed of changes to the risk posture due to evolving threats and vulnerabilities as well as to changes of the CIS status (e.g. value, configuration, compliance to security baselines, physical and personnel security measures).

3. SPECIAL REQUIREMENTS AND ADDITIONAL DUTIES

a. Flexibility Clause

The incumbent may be required to perform other related duties as directed.

All other related duties should correspond with the required competencies for the job.

b. Deployment/Travel

The incumbent may be required to perform their duties onboard Centre or chartered vessels. The incumbent may be required to undertake TDY assignments within and outside NATO boundaries.

4. ESSENTIAL QUALIFICATIONS

a. Professional/Experience

- Experience in the implementation of security controls within a formal security management framework.
- Experience in preparing technical and security documentation.
- Experience configuring firewalls and VPN.
- Experience configuring and maintaining corporate networks.
- Experience with network and security incident management and troubleshooting.
- Experience with network and security monitoring tools.

b. Education/Professional experience

- Higher vocational training in a relevant discipline with 3 years post-related experience.

or

- A secondary educational qualification with 5 years post-related experience.



c. Language Requirements

A thorough knowledge of one of the two NATO languages, both written and spoken, is essential and some knowledge of the other is desirable.

English SLP 3333.

NOTE: Most of the work of CMRE is conducted in the English language.

5. DESIRABLE QUALIFICATIONS

- Bachelor's or Master's degree in computer engineering, computer science or other subject with substantial Information Technology content.
- Any Network or Security-Related professional certification.
- Experience with Vulnerability Assessment tools
- Experience with VMware NSX
- Experience with the application of NATO security policies.

6. ATTRIBUTES/COMPETENCIES

The successful candidate possesses the following competencies/personal attributes:

- Excellent communication skills, both oral and written – able to communicate at all levels;
- Very good interpersonal skills. Solicits inputs and encourages others;
- Innovative and driven. Always displaying sound judgement;
- Excellent time management and organizational skills;
- Adopting a customer-oriented attitude.

All CMRE personnel are expected to conduct themselves in accordance with the current NATO Code of Conduct agreed by the North Atlantic Council (NAC), and thus display the core values of integrity, impartiality, loyalty, accountability, and professionalism.

7. REMARKS

The duties are mostly performed in an office, laboratory, workshop environment or on-board Centre ships. Slightly undesirable working conditions may apply.

About Us:

The Centre for Maritime Research and Experimentation (CMRE) is part of the NATO Science and Technology Organization (STO). The mission of the STO is to help position both national and NATO science and technology investments as a strategic enabler and technology advantage for the defence



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and security posture of NATO Allies and partners. The Centre conducts scientific research and technology development and delivers innovative field-tested S&T solutions to address the defence and security needs of the Alliance. CMRE has more than 60 years of experience and has produced a cadre of leaders in ocean science, modelling and simulation, acoustics and other disciplines, as well as producing critical results and understanding that have been built into the operational concepts of NATO and the Nations.

What we offer:

- Salary (Pay Basis): 4,599.62 (EUR) Monthly*
*Salary value as per 2025. Subject to future adjustments in accordance with North Atlantic Council decisions.
- Grade ABCL grade B5-B6/ NATO grade G12-G14

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.

- A world class research facility located in the sea port of La Spezia, Italy supported by two specialised research vessels.
- An exciting place in which to work situated at an ideal location, the port of La Spezia, Italy, enabling synergy with regional and global academic institutes and industry.
- Salary and conditions of employment will be in accordance with the NATO Civilian Personnel Regulations (NCP), which includes a rewarding salary and a comprehensive system of allowances, supplements and insurances to support families and, in case of expatriated staff, offers an interesting “expatriate” package.
- A generous annual leave and, (where eligible) home leave.
- The successful candidate will be offered a three years’ definite duration contract which may be renewed for subsequent periods subject to business needs, satisfactory performance and the need to rotate skills and talent within the Organization.
- Applicants who prove to be competent for the post but who are not successful in this competition may be offered an appointment to another post of a similar nature, which might become vacant in the near future, albeit at the same or a lower grade, provided they meet the necessary requirements.

Our recruitment process:



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- Please note that we can only accept applications from nationals of NATO member countries.
- Applications (including the most relevant publications, the diplomas - stating the highest level of education - and a CV) for this vacancy are to be submitted using the E-recruitment system;
- 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 CMRE Medical Adviser.

Additional information:

- CMRE values diverse backgrounds and perspectives and is committed to recruiting and retaining a diverse and talented workforce. We welcome applications of nationals from all Member States and strongly encourage women to apply.
- Selected candidates are expected to be role models of integrity, and to promote good governance through ongoing efforts in their work.

For more information on how to apply:

[How to apply for posts within NATO](#)

[6 tips to apply for posts within NATO](#)

NOTE:

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.

HOW TO APPLY:

Applications are to be submitted using the NATO Talent Acquisition Program (NTAP)

<https://nato.taleo.net/careersection/2/jobdetail.ftl?job=241774&lang=en>

Applications submitted by other means are not accepted. NTAP allows adding attachments. Essential information must be included in the application form. Particular attention should be given to Education and Experience section. Each question should be answered completely. Expressions such as "please see annex / enclosed document" or invitations to follow links to personal webpages are not acceptable and will be disregarded. All answers should be in English preferably, or French.