**VACANCY NOTIFICATION**

**ISR Cell Engineer-200521**

**Primary Location:** Belgium-Brussels  
**NATO Body:** BICES  
**Schedule:** Full-time  
**Salary (Pay Basis):** 5,554.93 Euro (EUR) Monthly  
**Grade:** A.2/A.3

**Description:**

1. SUMMARY

The Battlefield, Information, Collection and Exploitation Systems (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/Information between and amongst the NATO nations and with NATO, and also with other non-NATO nations and Organizations. The BGX Intelligence, Surveillance, Reconnaissance (ISR) Cell is established and funded by the BICES ISR Community through the BICES ISR Working Group (BISRWG). The mission of the BISRWG is to coordinate and direct the establishment of a BICES integrated capability for multinational federated ISR Process, Exploitation and Dissemination (PED), ensuring interoperability and integration with NATO capabilities in support of national, NATO and non-NATO operations. This mission is primarily carried out through the BICES ISR Cell which is established in the BGX at NATO Headquarters in Brussels, Belgium.

The BICES ISR Cell has three main lines of effort: operational, technical, and organizational/financial. Under the direction of the ISR Cell Chief, this position is responsible for:

- Assisting in the technical line of effort in support of the ISR Cell Engineer/Architect, as well as assisting as a project manager supporting the operational line of effort and preparing document packages in support of the ISR Information Assurance and Cyber Defence (IA&CD) accreditation lifecycle (Ait, IATO, ATO, Re-accreditation, and Decommissioning).
- Developing the implementation and all necessary documentation to support the capability development stream, including design documents, Standard Operating Procedures (SOP), Security, Test and Evaluation (ST&E), Requests for Change (RFC), Statements of Compliance (SoC), Risk Assessments, etc.
- Supporting with technical expertise operational tests and demonstrations to validate and implement the Concept of Operations (CONOPS).
- Communicating with Nations to assist with Nations’ implementation plans.
- Coordinating testing schedules to ensure coherence with overall implementation plans.
• Ensure the ISR Cell alignment with the BGX Intelligence Service Design (ISD) and Intelligence Services Operations (ISO), and ISR activities.

2. QUALIFICATIONS AND EXPERIENCE

ESSENTIAL

The incumbent must:

• Possess a university degree in Information Technology, Cyber Security and ISR engineering expertise and a minimum of 4 years post-related experience.
• Have extensive experience in engineering to support ISR operations, with a focus on operational airborne ISR.
• Demonstrate experience in producing documentation packages for security accreditation and gaining approval for authority to operate.
• Have experience in Project Management.
• Have experience in the specification, design and/or implementation of National strategic and/or tactical Intel/ISR systems.
• Have expertise in systems security issues, including training/education in Information Assurance and Cyber Defence, and accreditation processes and procedures.
• Demonstrate ability to communicate effectively orally and in writing, with good briefing skills.
• Have excellent organizational skills and ability to interrelate in order to ensure the efficient and effective operation of all activities in support of the ISR Cell Chief.
• Have previous experience in operational deployments in support of air ISR activities during recent NATO/Coalition operations.
• Have previous 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).
• possess the following minimum levels of NATO’s official languages (English/French): V (“Advanced”) in one; I (“Beginner”) in the other.

DESIRABLE

The following would be considered an advantage:
• Previous BICES experience.
• Familiarity with US ISR organizations such as USAFE European Partner Integration Enterprise and Distributed Common Ground/Surface System (DCGS) Enterprise Concept of Operations.
• Familiarity with National and/or NATO ISR doctrine and intelligence systems, ADP systems, project management techniques, intelligence collection and exploitation organizations and systems and the BICES concept, technology and Security.
• Experience in chairing National, EU, and/or NATO Working Groups
• Certification in Project Management (Prince II, etc.)
• A working knowledge of NATO organization and procedures.
3. INTERRELATIONSHIPS

The incumbent reports to the Chief, ISR Cell. S/he will promote and maintain professional relationships with officials, both military and civilian, within nations and NATO, as required. S/he also will provide guidance and direction, as necessary, to personnel involved in the ISR functional area of the BGX.

Direct reports: N/a
Indirect reports: N/a.

4. COMPETENCIES

The incumbent must demonstrate:

- **Achievement**: Creates own measures of excellence and improves performance; Works to meet standards.
- **Analytical Thinking**: Sees multiple relationships.
- **Change Leadership**: Expresses vision for change.
- **Clarity and Accuracy**: Checks own work.
- **Conceptual Thinking**: Applies learned concepts.
- **Customer Service Orientation**: Takes personal responsibility for correcting problems.
- **Empathy**: Is open to others’ perspectives.
- **Impact and Influence**: Uses indirect influence; Takes multiple actions to persuade.
- **Initiative**: Is decisive in a time-sensitive situation.
- **Organizational Awareness**: Understands organisational politics.
- **Teamwork**: Solicits inputs and encourages others.

5. CONTRACT:

Contract to be offered to the successful applicant: Definite duration contract of three years; possibility of renewal for up to five years, during which the incumbent may apply for conversion to an indefinite duration contract.

**Contract clause applicable:**

The maximum period of service foreseen in this post is 8 years. The successful applicant will be offered a 3-year definite duration contract, which may be renewed for a further period of up to 5 years. However, the incumbent may apply for conversion to an indefinite contract during the period of renewal and no later than one year before the end of 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 5 years subject also to the agreement of the national authority concerned. The maximum period of service in the post as a seconded staff member is eight years.

Serving staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations.
6. 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 (for more information, please contact your local Civilian HR Manager);
- 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). Please note that the BICES Group Executive is not a NATO HQ International Staff (IS) subordinated body and some of the policies applicable to IS members might differ.

7. ADDITIONAL INFORMATION:

The BICES Group Executive is a NATO body. NATO as an equal opportunities employer values diverse backgrounds and perspectives and is committed to recruiting and retaining a diverse and talented workforce. NATO welcomes applications of nationals from all Member States 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, located at NATO Headquarters in Brussels, Belgium is a non-smoking environment.