



Due to the significant volume of recruitment being undertaken by Joint Force Training Centre (JFTC) the processing time for applications will take longer than normal. Once you have submitted your application please ensure that you have received a TALEO/NTAP acknowledgement email, which is your proof that your application has been submitted. After this you will be contacted in due course by our recruitment team with further information on the status of your application, but please note that this may not be for several weeks after the vacancy notice closes.

### **JFTC VACANCY NOTICE 250931**

#### **Joint Targeting System Data Mgr (Targeting SME) – Project Linked NATO International Civilian**

Applications are now invited for the position of **Joint Targeting System Data Manager (Targeting SME) – Project Linked NATO International Civilian**, post number TFC TTWK 0250, NATO grade **A-2/G15**, at the Joint Force Training Centre (JFTC) located in Bydgoszcz, Poland.

Applications must be made on line:

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

**Closing Date** for applications: **22 June 2025**

**Location:** Bydgoszcz, Poland

**Employment start date:** As soon as possible.

#### **Notes for candidates:**

The candidature of NATO redundant staff at grade G15 will be considered with priority.

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.

**Notes for NATO Civilian Human Resources Managers:** if you have qualified redundant staff at grade A-2/G15, please advise JFTC Civilian Human Resources Manager no later than the closing date.

**Contract:** Project-Linked-NIC (PLN) This position is linked to a specific NATO project and is for a limited duration of 3 (three) years only.

Serving NATO International Civilian staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations. Newly recruited staff will be offered a three year definite duration contract.

**Salary:** Starting basic salary (effective 01 January 2025) is **22,276.06 PLN** per month (tax-free). Additional allowances may apply depending on the personal circumstances of the successful candidate. For further details see *NATO Terms & Conditions of Employment* on the JFTC internet website: [www.jftc.nato.int](http://www.jftc.nato.int).

For any queries, please contact the JFTC Recruitment at: [civ.recruitment@jftc.nato.int](mailto:civ.recruitment@jftc.nato.int)

If you are an experienced Joint Targeting System Data Manager (Targeting SME) looking to join a dynamic team working in a multi-national environment, JFTC would be interested in hearing from you.

### **Post Context**

The Joint Force Training Centre supports Warfare Development, contributing to concept development and maintenance of joint doctrine and standards while coordinating the integration of experimentation, capability development, and interoperability to improve NATO's interoperability, capabilities, and operational effectiveness.

The Training and Exercise Division (TED) ensures the ability to deliver combined and joint training and exercises, mainly static and distributed as well as single- and multi-echelon, for tactical and operational level headquarters, staffs and forces over the full spectrum of NATO operations, from Pre-Deployment Training for current operations, Corps and Army level exercise at the Operational level and Joint Force Command Level Exercises.

The Exercise Execution Branch ensures the ability to deliver mission specific training and exercises in support of the JFTC mission.

The Subject Matter Expertise (SME) Section ensures the ability to provide Training Teams for NRF/NFS training and other mission specific training, in support of the JFTC mission. This includes guiding exercise core functionalities with assigned SMEs and coordinating external SME support to deliver products and training.

The JTS/FAST Data Manager prepares systems for their operational employment and acts as JTS/FAST Site Coordinator within the Exercise Execution Branch. This includes site local client deployment strategy and architecture, working in close coordination with CIS System Administrators.

**Reports to:** Section Head (SME) - OF-4

### **Principal Duties:**

The incumbent's duties are:

- a. Management of the JTS target database for JFTC exercises, including preparation of target lists and access for exercise personnel;
- b. Administration of the JTS tool in support of the Joint Targeting Process including Joint Effects-Based Targeting, target development, HVI development, target list management, campaign synchronization, target folder preparation, target imagery management and combat assessment;
- c. Administration of the Functional Area Service for Dynamic and Time Sensitive Targeting (FAST) application in support of the Dynamic Targeting (DT) and Time Sensitive Targeting (TST) processes;
- d. Working with the Training Audience and EXCON fire support and targeting elements during the exercise to support simulation of a realistic targeting cycle. This will also involve advising on

the routing and processing of target list nominations between LOCON, Training Audience and HICON elements;

e. Contribution to enhancing/improving MEL/MIL products under the guidance of the JFTC MEL/MIL Chief. The work will create the conditions for further exercise development.

f. Development, integration and synchronization of MEL/MIL targeting injects and their harmonization with the tactical situation in the scenario.

The duties listed above are intended only as general illustrations of the various types of duties that may be performed. Specific statements of duties not included does not exclude them from the function if the work is similar, related, or a logical assignment to the function.

The position will have decision authority in committing training audiences to actions pertaining to targeting activities.

### **Special Requirements and Additional Duties**

The employee may be required to perform a similar range of duties elsewhere within the organisation at the same grade without there being any change to the contract

a. Flexibility Clause: In order for the command to deal with emergent requirements, the incumbent may be required to perform other related duties as directed (in particular, the incumbent can expect to work as a member of Working Groups, Project Teams, etc. for definite periods of time).

b. Annual TDY Requirement: The incumbent may be required to undertake Temporary Duty (TDY) and/or travel within and outside NATO's boundaries for up to 30 days per year.

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.

The work is normally performed in a Normal NATO office working environment.

Normal Working Conditions apply.

The risk of injury is categorised as No Risk.

### **ESSENTIAL QUALIFICATIONS**

1. University Degree in criminology, police, public or business administration, administration of justice, criminal law, comparative general management, political theory, behavioral or social psychology or related discipline and 6 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 6 years post related and 2 years function related experience.

2. Four years' experience as a targeting specialist;

3. Hands-on experience with the Joint Targeting System (JTS) and Functional Area Service for Dynamic and Time Sensitive Targeting (FAST);

4. Previous experience managing the targeting process at the Corps- or higher- echelon of command;

5. Demonstrable knowledge of the contemporary operating environment;

6. Demonstrable knowledge of NATO operations;

7. Demonstrable knowledge of NATO Command Structure and NATO Force Structure;

8. Familiar with NATO Functional Area Systems (FAS);

9. Formal qualification as a JTS Data Manager;

10. Formal qualification as Joint Targeting System (JTS) User;

11. Formal qualification as Functional Area Service for dynamic and time-sensitive Targeting (FAST) User.

## Education/Training

University Degree and 2 years function related experience, or Higher Secondary education and completed advanced vocational training leading to a professional qualification or professional accreditation with 4 years post related experience.

### Language

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

NOTE: The work both oral and written in this post and in this Headquarters as a whole is conducted mainly in English.

## DESIRABLE QUALIFICATIONS

### Professional Experience

1. At least 3 years operational experience in Headquarters at Brigade level or above
2. Experience in exercise planning and execution.
3. Experience in joint operational environments.
4. Knowledge of NATO operating principles at tactical and operational level.
5. National Staff Officers Course.
6. Formal training on the production of Target Material.
7. Formal training on current Collateral Damage Estimate doctrine and methodologies.
8. Formal training on Battle Damage Assessment.
9. Excellent computer skills.
10. Be familiar with the use of a Graphical User Interface (GUI) like Windows.
11. Working knowledge of Microsoft Windows and the common Microsoft Office applications (Word, PowerPoint).

### Attributes/Competencies

- Personal Attributes: Must possess the ability to understand and process strategic level policy and guidance, across NATO, and translate it into measurable and actionable courses of action in order to ensure JFTC meets objectives - technically, organizationally, and procedurally.
- Professional Contacts: Professional contacts with others will be limited to soliciting and exchange of information.
- Contribution To Objectives: The work involves analysis or research of a complete task with recommendations affecting plans of the Branch.
- Supervisory Responsibilities: The incumbent will directly supervise activities of EXCON Targeting Cells and indirectly activities of all the training audiences' Target Boards and Working Groups.

There are no reporting responsibilities.

### Work Environment

He/she will be required to work in a normal NATO office environment.