Applications are now invited for the post of Ops Research Analyst (Solutions Analysis) – TSC FEAX 0230, NATO Grade A-2 on the staff of the Supreme Headquarters Allied Commander Transformation (SACT), a NATO Strategic Command in Norfolk, Virginia, USA.

Applications must be made on line: https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en

Closing date for applications: 8 March 2020

Location: Norfolk, Virginia, USA

- **Notes for candidates**: the candidature of NATO redundant staff at grade A-2 will be considered before any other candidates.
- **Notes for NATO Civilian Human Resources Managers**: If you have qualified redundant staff at grade A-2, please advise the HQ SACT Civilian HR Manager no later than the closing date.

Contract: 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 1 January 2020) is USD 6996.99 per month to which relevant allowances will be added.

For any queries, please contact the HQ SACT Recruitment Team at civilianpersonnel@act.nato.int
Ops Research Analyst (Solutions Analysis) – TSC FEAX 0230

NATO Body: Headquarters Supreme Allied Commander Transformation (HQ SACT), Norfolk, VA, USA

Schedule: Full-time

Basic Salary: 6996.99 USD per month.

Grade: A-2

HQ SACT vacancy notice 200123

Are you an experienced Operational Research Analyst, if so, this position offers a unique opportunity for you to apply your professional skills to support the transformation of NATO in the Alliance’s Warfare Development Command.

Post Context

ACT contributes to preserving the peace, security and territorial integrity of Alliance member states by leading, at Strategic Command level, Warfare Development required to enhance NATO’s posture, military structures, forces, capabilities and doctrines.

The Capability Development Directorate (CAPDEV) comprises two Divisions—Requirements and Capabilities. The Directorate supports SACT in his Capabilities Requirement Authority (CRA) role. It is responsible for a holistic through lifecycle Capability Development approach that infuses innovation and transformative efforts that are an integral part of the Warfare Development. This includes responsibilities for elicitation, development, capture and collection, quality review, traceability and visibility of capability requirements.

The Requirements Division executes requirements management for NATO capabilities. It develops capability requirements, provides traceability and quality assurance of capability requirements, performs gap analysis and supports interoperability and implementation options across the DOTMLPFI spectrum.

The Analysis of Alternatives (AoA) Branch supports Requirement Management Teams and Programme Directors to ensure the rationale, overall cohesion and rigorous justification for capability requirements, and for proposed solutions within the Capability Programme Plans. The Branch performs DOTMLPFI gap analysis to assist in the development of capability requirements.

The Operations Research Analyst in the Analysis Branch will conduct analysis to identify and develop cost-effective options to conduct Analyses of Alternatives (AoA) and develop and present Courses of Action (COA) in order to resolve issues associated with through the life cycle management of requirements. Operations Research Analyst may be assigned to lead Requirements Management Teams as directed by the Branch Head and the ACOS.
Reports to: Sect Hd (Solutions Analysis)/Senior Ops Research

Principal Duties: He/she will

a. Contribute to Operations Research and Analysis in support of Capability Development within ACT in order to support the development of NATO requirements across doctrine, organization, training, material, leadership, personnel, facilities and interoperability (DOTMLPFI) by using appropriate relevant Operations Research and Analysis methods, to include war gaming, modelling and simulation, problem structuring, decision analysis, mathematical, statistical, social-sciences and other scientific methods. Operational Analyst conducts Operational Analysis in the area of Solution Analysis.

b. As part of a Requirements Management Team and under the lead of the Section’s Senior Operations Research Analysts conduct Analyses of Alternatives across all aspects of a capability through development, comparison, and benchmarking of potential solutions taking into account existing and planned capabilities.

c. Conduct capability reviews, undertake research and studies, and where appropriate, interact with appropriate NATO defence planning and national science and technology entities and industries, in order to establish the impact of defence plans on the requirements derivation. Analyse the impact of planned capabilities on adjacent current and future capabilities in order to establish DOTMLPFI requirements.

d. Conduct Analyses of Alternatives of potential solutions applying the developed concepts of operation and technology readiness within an operational context. Apply Modelling and Simulation and conduct wargames and other experiments in order to analyse dynamic interactions of the potential solutions with other capabilities.

e. In the establishment of above duties, work with the Section Head or Senior Analyst to determine the analysis requirements, scope study problems, develop outline project plans and support the planning and execution of projects. Act as Point of Contact for collaborative projects both internally and externally to ACT and for the establishment of Modelling and Simulation arrangements and contracts with national and industrial entities. Provide analytical support throughout ACT as required, where appropriate and within branch competences and capacity.

Essential Qualifications

a. University Degree in operations research, military operations research, mathematics, statistics or related numerate discipline, computer science or related discipline and 2 years function related experience, or Higher Secondary education and completed advanced vocational training in that discipline leading to a professional qualification or professional accreditation with 4 years post related experience.

b. 3 years’ experience (depending on educational background/degrees) in the application of Operations Research, Operational Analysis, Systems Analysis or related techniques in a military environment.
c. Practical experience of managing projects concerned with the conduct of studies that address the impact of military capability change.

d. Expertise in applying analytical methods to defence domain issues. Methods may include: war gaming, computer modelling and simulation, mathematical modelling, optimization techniques, process mapping, and soft systems methods or social science techniques.

e. Practical experience in leading and developing teams of specialist personnel within a research environment.

f. Experience of working with senior staff to determine their Operational Analysis requirements, scoping their problems for study, developing analysis plans, and delivering high quality outputs that influence senior decision makers.

g. Understanding of analysis conducted in national and international organisations, such as defence research laboratories, academic institutions and defence ministries.

h. Experienced in interpreting information on future trends in order to measure their effect on military capability and technology.

i. Recent technical project experience in a government, international or industrial organization with responsibilities related to Operations Research.

j. Proven ability to communicate effectively orally and in writing with good briefing skills.

Language

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

Desirable Qualifications

Professional Experience

a. Domain expertise related to the Section's responsibilities, in this instance Solution Analysis.

b. Experience in the management and conduct of Research and Technology programmes.

c. Experience in instructing or teaching analytical methods.

d. Experience in leading and facilitating workshops.

e. Qualification in Project Management.

f. Experience of working within a Military or National Headquarters.

g. Experience of working in a joint military environment.

h. Experience of working in a multinational environment.
**Education/Training**

a. Recognition by relevant professional bodies.

**Attributes/Competencies**

**Personal Attributes:** Personal qualities of tact, judgement and adaptability. Good political awareness and motivational and listening skills. A sense of diplomacy and propriety in order to work harmoniously with colleagues and other staff, both civilian and military, from NATO and the NATO nations. Possess the ability to think at an aggregated level. Able to work effectively without assistance in guiding team activities. Must be in good health and be prepared to travel within and outside the United States in support of the listed duties.

**Professional Contacts:** Able to liaise effectively both within and outside the HQ with international military and civilian personnel up to the rank of OF-5. Outside contacts include senior officials in NATO HQ, NATO agencies and research centers, and national government agencies and industry.

**Contribution To Objectives:** In fulfilling ACT’s mission, he/she provides supporting analytical advice to HQ SACT staff. He/she will influence significantly the way in which NATO’s future capabilities are identified and solutions are implemented. The success of the development of new concepts is fundamental to the effort of Transformation as it provides the Alliance the necessary means to progress improvements within the nations in order to meet NATO’s present and future missions.

**Work Environment**

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

**Contract**

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.

**Notes for Candidates**

The candidature of NATO redundant staff at grade A-2 will be considered with priority.

**Notes for NATO Civilian Human Resources Managers**

If you have qualified redundant staff at grade A-2, please advise the HQ SACT Civilian HR Manager no later than the closing date.

For any queries, please contact the HQ SACT Recruitment Team at civilianpersonnel@act.nato.int