



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 250077

Vacancy Number: G58/24

Post Number: OSC COPO 1020

Job Title: Plans Strategic Operational Planner (OPL Section)

NATO Grade: G17

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

Closing Date: 10 February 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 Cyberspace Directorate directs monitors and coordinates all Cyberspace Operations (CO), Electronic Warfare (EW), Electro Magnetic Spectrum (EMS) activity and Communications and Information Systems (CIS) functional area activities and staff functions across ACO.

The Cyberspace Operations Centre (CyOC) is NATO's only Theater Component for cyberspace, providing persistent, centralised and comprehensive cyberspace situational awareness, Command and Control (C2) and execution. The CyOC is within the SHAPE establishment but with different roles and responsibilities.

The Cyberspace Plans Branch is the focal point for all cyberspace planning at the operational level across the theatre.

The Cyberspace Plans Section coordinates the development of Cyberspace Supporting Plan (SUPPLAN) in coordination with NCISG and NCI Agency.

As cyberspace SME in the OPL Section, the individual contributes to the planning, coordination and integration of cyberspace into ACO plans.

PRINCIPAL DUTIES

The incumbent's duties are:

- 1) Provide cyberspace operational perspective and input in joint operational planning groups, working groups, conferences, workshops, war-gaming sessions, or brain storming across ACO and the NATO wide enterprise;

- 2) Provide reports from planning groups, working groups, conferences, workshops, war-gaming sessions, seminars or brain storming across ACO and the NATO wide enterprise;
- 3) Initiate, lead or contribute to the preparation and the delivery of briefings.
- 4) Examine, analyze, and make recommendations on the cyberspace dimension of NATO activities, operations and missions;
- 5) Maintain engagement with the other divisions at SHAPE, and with other entities across ACO in order to support the collaborative work strands of the section;
- 6) Contribute to the development of operational and strategic planning documents or studies in order to integrate the cyberspace perspective;
- 7) Examine, analyze, and make recommendations on the roles, responsibilities and authorities for the governance, oversight and conduct of cyberspace operations assigned across ACO;
- 8) Contributes to the design of cyberspace defensive operations, including electromagnetic operations, situational awareness and mission assurance in the context of multi-domain operations;
- 9) Builds relationships with stakeholders and contributes to policy development and operational planning. Briefs military and civilian audiences;
- 10) Contributes to the development of strategic cyberspace strategies, policies, decision making and concept development and planning of Consultation, Command and Control Systems;
- 11) Contribute to working groups for the New Force Model in Cyberspace.

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
 May be required to travel to NATO and non-NATO nations TDY to represent Director CyOC to support workshops, working groups, planning groups, exercises, seminars etc.

ESSENTIAL QUALIFICATIONS

a. Professional/ Experience

- 1) Experience of 4 years in planning at operational or strategic level in NATO or in a national environment;
- 2) Experience at managing cyber operations and/or incidents at an operational or strategic level;
- 3) Ability to manage relationship and workstrand among multiple organisations and institutions;
- 4) Knowledge in cybersecurity, data protection, CIS, spectrum management or EMO.

b. Education/Training

University Degree in computer science, engineering disciplines, statistics or similar numerate discipline, operations research or related discipline 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 concept development, operational networking and planning of consultation, command and control systems;
- 2) Experience in high C2 level joint or tri-service HQs;
- 3) Experience in the NATO command structure adaptation or cyber adaptation process.

b. Education/Training

- 1) NATO Consultation, Command, and Control (C3) Course provided by NATO - School Oberammergau (NSO)
- 2) NATO Comprehensive Operations Planning Course (COPC) provided by NATO - School Oberammergau (NSO)
- 3) Integrating Cyberspace Considerations into Operational Planning provided by Cooperative Cyber Defence COE (CCD COE)

ATTRIBUTES/COMPETENCIES

- Personal Attributes: Adaptability, analytical thinking and diplomacy.
- Professional Contacts: NATO HQ, OCIO, JISD, NOR, ACT, NCISG, NCIA and any other entity in the NATO wide Enterprise, as well as with Allies and Partners.
- Contribution to Objectives: Contributes to NATO 2030 objectives, operational planning, OPL Section, Plans Branch, Cyberspace Operations Centre, Cyberspace Directorate in support of SACEUR's plans, operations and missions.

REMARKS:

Duration of contract: The successful candidate will fill this post as a Project Related NATO International Civilian (PLN) with a three-year definite duration contract within the NATO 2030 Agenda. On expiry of this term the PLN will be deleted or absorbed into the ceiling pending approval or will exceptionally be considered for extension.

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.