Applications are now invited for the post of Requirements Engineer (Interoperability Planning) – TSC FEJX 0140, 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: 22 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
Requirements Engineer (Interop Planning) – TSC FEJX 0140

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 200159

HQ SACT is looking for an experienced Requirements Engineer – is this you? If so, this position offers you a unique opportunity to support the NATO Alliance at its 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 Doctrine, Organisation, Training, Materiel, Leadership, Personnel, Facilities and Interoperability (DOTMLPFI) spectrum.

The Federated Interoperability (FI) Branch supports and enables the delivery of coherent and interoperable capabilities by developing and verifying the associated capability specifications in order to ensure Day Zero interoperability of people, processes, and technologies.

A staff officer responsible for coordination with Federated Mission Network (FMN) Affiliates and maintenance of 10-year time-frame coherent roadmap to evolve interoperability specifications.

Reports to: Section Head (Interop Reqs Capture & Spec)/Deputy Branch Head

Principal Duties: He/she will

a. Based on the interoperability operational requirements identify required capabilities (expressed as DOTMLPFI).
b. Lead and coordinate the development of capability interoperability requirements (as FMN Capability Requirements).

c. Ensure traceability of derived interoperability capability requirements with the operational requirements.

d. Lead and coordinate planning of the interoperability specifications roadmap (as FMN Capability Planning Perspectives)

e. Lead and coordinate the development of interoperability reference architectures at the federation level (as FMN Interoperability Architecture).

f. Analyse interoperability shortfalls and recommendations identified during Verification & Validation events in order to improve interoperability reference architectures and specifications roadmap.

g. Support life-cycle approach to interoperability and standardization by providing relevant specifications and architectural views in support of the interoperability roadmap.

h. Represent ACT in the FMN management structure (specifically FMN Capability Planning Working Group (CPWG) and its syndicates) to develop and maintain interoperability roadmap.

i. Lead, coordinate, and participate in the engagements with NATO, the Nations, Partners, Industry, Academia, IOs and NGOs to further evolve interoperability roadmap during think-tank events (e.g. TIDE Sprints), conferences and meetings.

j. Provide guidance on interoperability roadmap to the capability managers responsible for capability implementation.

k. Engage with NATO Enterprise Architecture custodians to ensure coherency among NATO and federated architectural artifacts.

l. Contribute to and use results of the NATO Lessons Learned Process. m. Plan, execute and monitor relevant POW with NCIA and external stakeholders (industry, academia, etc.)

**Essential Qualifications**

a. 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.

b. 4-7 years recent experience (depending on educational background/degrees) in information system project management.

c. 4-7 years recent experience (depending on educational background/degrees) in requirements management.

d. 4-7 years recent experience (depending on educational background/degrees) in enterprise architecture development.

e. 4-7 years recent experience (depending on educational background/degrees) in relevant information technology life cycle support processes.
f. Ability to work in team environments (both as a contributor and a leader).

g. Excellent analytical, problem solving and verbal and written communication skills.

**Language**

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

**Desirable Qualifications**

**Professional Experience**

a. General knowledge of the organization and structure of NATO.

b. Experience with military command and control systems and their use in multinational environments.

**Attributes/Competencies**

**Personal Attributes:**

a. He/she incumbent must exercise sound thought, judgment, initiative, adaptability and flexibility, particularly when dealing with organizations and agencies in a multinational and multi-cultural environment.

b. He/she must exercise tact and diplomacy when dealing with working groups, committees, contractors, and consultants to achieve stated ACT goals and objectives.

c. He/she may routinely be expected to work extended hours and to travel as part of the appointment.

d. This post requires an extensive knowledge of a wide range of current technologies and the management of technology projects in an operational environment. The post requires experience in the specific technical areas of the job description.

e. This post requires the holder to be flexible and possess the ability to rapidly adjust to new technologies and ideas. The tasks will involve a wide range of technologies and operational environments. The holder will coordinate with other NATO agencies and commands, along with national and industry representatives.

f. The post is very heavily dependent on the holder having excellent analytical and problem solving skills. This post specifically exists to identify new and emerging requirements and technologies, to evaluate their applicability in federated environment and plan their inclusion in overall implementation plans. The holder is required to determine these problems, evaluate their impact and effectively communicate these findings to the relevant bodies.

**Managerial Responsibilities:** Coordinating and managing different technical WGs in the scope of FMN, including military and civilian staff members from different organizations as well as contracted resources. He/she will be required to coordinate and manage efforts with NATO agencies and contractors.
**Professional Contacts:** He/she acts as an interoperability architecture, and assessment advisor particularly to the section head and the rest of the Federated Interoperability Branch. This requires the ability to liaise effectively, both internally and externally, with military and civilian personnel. The majority of direct contact will be at the OF-5/OF-4/OF-3 and A-4/A-3/A-2 levels. Contact with contractors, senior staff and participation in briefings and internal review boards with Flag representation is undertaken regularly up to C3B and MC level. Incumbent must have a keen sense of the boundaries of post authority and the direction which superior leadership would adopt in response to an evolving situation. He/she will be required to persuade and influence senior decision makers who are routinely unfamiliar with interoperability challenges to adopt the most advantageous course of action for NATO and federation. He/she will be required to present at conferences and respond to unplanned questions in a manner that best represents ACT and NATO.

**Contribution To Objectives:** A prime objective of SACT is to lead the transformation of Alliance capabilities. Post ISAF, NATO has acknowledge more than before an importance of coalition operations. The Federated Mission Networking and associated standardization initiatives with ambition for “Day Zero Interoperability” prepare NATO for the future operations. The post directly contributes to this ambition by providing one of the essential services based on the “Interoperability by Design” principle – architecture and roadmap.

**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