



## SSC VACANCY NOTICE 231055

**Job Title:** Section Head (System Engineering and Implementation) / Principal Technical Advisor

**NATO Body:** NATO Northern European Command, Command and Control Information System (NEC CCIS) System Support Centre (SSC)

**Primary Location:** Kolsås, near Oslo, Norway

**Schedule:** Full-Time

**Salary (Pay Basis):** 122,283.00 NOK Monthly

**Grade:** G20 / A-4

**Clearance Level:** NATO Secret (NS)

**Application Deadline:** 11 December 2023

### Description

The NEC CCIS System Support Centre is looking for a highly motivated, experienced, and knowledgeable Head for the Systems Engineering and Implementation Section to join the NEC CCIS System Support Centre (SSC). The post is twinned with the SSC Principal Technical Advisor, and the successful candidate must be able to analyse and communicate technical complex issues to the SSC Command Group and provide sound advice to the Commander and the Governance structure. This key position requires a manager with a high degree of integrity, able to translate user requirements into technical solutions, to facilitate system improvements and to cooperate across all areas of expertise internally at the SSC, as well as externally. Lateral, creative, innovative thinking is required in this post, in addition to the ability to work independently as well as in teams. The successful candidate demonstrates in-depth knowledge of NATO Air C2.

## Summary

The NEC CCIS System Support Centre KOLSAAS is responsible for the development and maintenance of the Northern European Command, Command and Control Information System (NEC CCIS). The SSC performs perfective, adaptive and corrective maintenance of NEC CCIS to ensure compliance with NATO and national operational and technical requirements. The SSC also provides CCIS support to NATO and national units during live operations and exercises.

The System Engineering and Implementation Section is responsible for system engineering of NEC CCIS. This includes responsible for requirement acquisition, design and implementation of Operational Functionality, development of generic maintenance tools and database-to-database interfaces, database replication software, software integration and system generation, and maintenance of technical and generic documentation of NEC CCIS. The System Engineering and Implementation Section is also responsible for providing system support to the operational user community of NEC CCIS, in cooperation with the system administrator resources available at the various sites. It is essential that NEC CCIS runs as required by the operational community in times of peace, crisis and conflict.

The position of Section Head (System Engineering and Implementation), OSC PFKE 0010, is twinned with Principal Technical Advisor, OSC PFKX 0050.

## REPORTS TO

Commander, NEC CCIS SSC

## PRINCIPAL DUTIES

The incumbent's duties are:

- Manages systems engineering across of NEC CCIS to include requirement analysis, system design and the development of technical specifications.
- Manages definition, design and implementation of operational functionality via generic software maintenance tools.
- Manages the design and implementation of generic software maintenance tools for implementation of operational functionality in NEC CCIS.
- Manages the design and implementation of NEC CCIS database replication functionality and database-to-database interfaces.
- Responsible for generation of NEC CCIS software versions to the releasing authority of the SSC.
- Responsible for the maintenance of technical documentation and generic user documentation for NEC CCIS.

- Liaises with the NEC CCIS senior user community for negotiation/resolution of operational functionality issues and system aspects of NEC CCIS.
- Represents the SSC at various technical and operational fora, NATO, national as well as commercial.
- Provides direct supervision of personnel in the Systems Engineering and Implementation Section.
- Provides direct supervision of consultants and contractors working in the section.
- Advise the Commander on all technical and operational matters, especially concerning Information Technology (IT) and how this technology is best applied within the NEC CCIS C2 Air and Joint System.

Within this scope he/she:

- Advises on technical and operational development trends and strategies for NEC CCIS.
- Has a leading role in the definition of the SSC Program of Work and the SSC work plans.
- Provides technical/operational presentations to the NEC CCIS Board.
- Identifies tasks from the SSC POW for outsourcing to industry, and supervises the design and implementation of such work.
- Co-ordinates and chairs internal groups tasked to solve a variety of diverse and complex IT issues.
- Represents SSC at NATO, National and Industry meetings.
- Provides other agencies and Commands with expertise on NEC CCIS and C2 Air and Joint issues.

## **ESSENTIAL QUALIFICATIONS**

### **Professional/Experience**

- At least seven years experience in a position with technical and managerial responsibilities for systems engineering, systems analysis, design, and implementation of large-scale software systems.
- Broad experience of data analysis and modelling techniques for information systems.
- In-depth knowledge of relational database systems.
- Several years of practical programming experience.
- Extensive experience in the area of Air C2 systems, technical as well as operational.
- In-depth knowledge of NATO Command and Control (C2) doctrines and strategy regarding Air Command and Control Systems (C2IS).
- Knowledge and understanding of fielded NATO Air Information Technology (IT) systems, interfaces and data feeds.

- Knowledge and understanding of the organisational framework embedding the support and maintenance organisations and agencies responsible for NATO supported and maintained IT systems.
- Knowledge, understanding and personal experience from IT projects involving NATO agencies and nations/partners.
- Knowledge and understanding of NATO IT project planning procedures as well as practical experience in cooperating with representatives from the operational and technical Air C2 community within NATO and partner nations supporting live Air operations and/or exercises.
- In-depth knowledge of NEC CCIS concept and architecture, including interfaces and data feeds supporting NEC CCIS sites in NATO, nations and multinational installations and agencies. The theoretical understanding of NEC CCIS must be combined with a minimum four (4) years of practical experience in support, maintenance, and development of NEC CCIS or a similar IT system with a generic framework for setup and mainly using building tools for production of operational functionality.

### **Education/Training**

- University degree (Master of Science) in computer science or similar field and 7 years relevant experience.

### **Language**

- English – Upper Intermediate/Advanced

## **DESIRABLE QUALIFICATIONS**

### **Professional/Experience**

- Practical experience with Java and Java 2 Enterprise Edition (J2EE) application programming.
- Practical experience with UNIX-like operating systems.
- Practical experience with Oracle and SQL database management systems.
- Knowledge of NATO IS and networks.
- Thorough working knowledge of the NATO organisation.
- Experience of working in an international environment and within a multinational organisation.
- Membership of a professional institution in the fields of IS/IT.
- Knowledge of SSC in house resources and capabilities hereunder understanding of SSC tasks and responsibilities related to outsourced support activities for the generic client and the geographical information system.
- Understanding and practical experience with generic software tool (SANTOS) used for implementation of operational functionality in NEC CCIS.

- Understanding and practical experience with software supporting tools for build of software releases in NEC CCIS.
- Understanding and practical experience with software products used for testing and documenting software releases and online help documentation.

## ATTRIBUTES/COMPETENCIES

- Personal Attributes: The duties require the ability to deal with many dissimilar subjects and roles and a wide variety of problems. The incumbent must be able to maintain the overview of many and very complex and diverse systems and engineering aspects in order to find the optimum way ahead. A creative, innovative and analytical mind with a strong capacity of producing sound syntheses is imperative. The ability of lateral thinking is required in order to optimise engineering solutions where many possible solutions exist. The incumbent must be able to adapt to emerging technologies and techniques and incorporate such into his areas of responsibility where appropriate. The incumbent must be a good manager and a good leader with the ability to create enthusiasm and job satisfaction for colleagues and team members. Due to this and frequent contacts with other military and civilian agencies and companies excellent interpersonal and communication skills are required. Due to the workload and the diversity of tasks, strong determination, drive and endurance are required. The incumbent must be able to work well under pressure. Frequent travel on temporary duty is required. Good health.
- Managerial Responsibilities: The incumbent manages systems engineering of NEC CCIS. Manages the definition and implementation of Operational Functionality, Generic Software Maintenance tools, database replication functionality and generic interfaces. Supervises his own staff of NATO civilians, Host Nation military personnel, consultants and contractors. Co-ordinates the integration of software products produced by the NEC CCIS SSC and external agencies.
- Professional Contacts: Has extensive contacts with operational users of the NEC CCIS, senior as well as working level. Presides at various NATO working groups concerned with NEC CCIS or related issues. Frequent management and working level contacts with international agencies/operational units using NEC CCIS. Maintains contact with commercial IS service providers. Provides NEC CCIS SSC technical advice at various NATO working groups concerned with CCIS issues.
- Contribution to Objectives: This post is essential for the maintenance and development of NEC CCIS and for optimal utilization of the software production

resources of the NEC CCIS SSC. The post contributes significantly to the availability and performance of NEC CCIS in operation at operational units.

- **Supervisory Responsibilities:** The position is responsible for the tasks of the System Engineering and Implementation Section. There are first line reporting responsibilities for the following numbers of staff: 1× OF-2; 1× A3/G17; 2× A2/G15. Supervisory responsibilities may change as a result of organizational reviews.

## **WORK ENVIRONMENT**

The work is normally performed in a typical office environment.

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

## **HOW TO APPLY FOR A NATO CIVILIAN POST AT NEC CCIS SSC:**

NATO, as an equal opportunities employer, values diverse backgrounds and perspectives and is committed to recruiting and retaining a diverse and talented workforce. We welcome applications from nationals of all NATO Member States and strongly encourage women to apply.

Applications are to be submitted, in English, using the 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) will not be accepted.

NTAP allows for the adding of attachments. Candidates are to attach a copy of the qualification(s)/certificate(s) covering the highest level of education and vocational training held to support their application.

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.

**Applications will not be accepted after the deadline.**

## **Remarks:**

**Notes for candidates:** The candidature of NATO redundant staff at grade G20 / A-4 will be considered before any other candidates.

**Notes for NATO Civilian Human Resources Managers:** if you have qualified redundant staff at grade G20 / A-4, who wish to be considered for this post, please advise JWC Civilian HR no later than the closing date.

**Contract:**

The successful applicant will be offered a three year definite duration employment contract after which a further contract may be offered. Serving staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations.

**Salary:**

The starting basic salary is NOK 122,283.00 per month (tax-free). Additional allowances may apply depending on the personal circumstances of the successful candidate. For further details see [NATO Terms & Conditions](#).

This position is advertised on behalf of the NEC CCIS SSC by the Joint Warfare Centre. For any queries, please contact the Joint Warfare Centre Recruitment Team at [civ.recruitment@jwc.nato.int](mailto:civ.recruitment@jwc.nato.int)