SSC VACANCY NOTICE 250592

Job Title: Senior Analyst/Programmer (System Software)

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): 111,740 NOK Monthly
Grade: G17/A-3
Clearance Level: NATO Secret (NS)

Application Deadline: 25 May 2025

Description
The Joint Warfare Centre is looking for a highly motivated Senior Analyst/Programmer (System Software) to join the NEC CCIS System Support Centre located at Kolsås near Oslo, Norway. The role involves analysing operational requirements, designing specifications, and implementing changes to the application software. The successful candidate will maintain and develop the NEC CCIS application and operating environment. They should have experience in systems analysis, programming, and data processing, and be proactive, willing to learn new skills, and able to work independently or in small teams.

Summary
The NEC CCIS System Support Centre (SSC) 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 Software Section has the responsibility for maintenance and development of all parts of the NEC (originally Northern European Command) Command & Control Information System (CCIS server software including transaction handling, Special Application Programs (SAPs), special interfaces with other systems, and message processing functionality.

REPORTS TO
Section Head (System Software)/Senior Database Administrator

PRINCIPAL DUTIES
The incumbent's duties are:

- Analyses requirements and prepares design specifications for all changes to the NEC CCIS server software.
- Supervises and participates in all aspects of production, testing and implementation of the NEC CCIS server software.
- Maintains and develops software for integration with the NEC CCIS Message System.
- Maintains and develops interface software for all NEC CCIS special interfaces.
- Responsible for integration of NEC CCIS server software and production of new server software versions.
- Responsible for the design and maintenance of the NEC CCIS operating environment including operating systems, LAN/WAN design, name and directory services.
- Responsible for the implementation of ACE ACCIS core capabilities for NEC CCIS.
- Responsible for maintenance of the software documentation related to the NEC CCIS server and the NEC CCIS operating environment.
- Maintains and conducts performance measurements and analyses of Operating Systems as well as of the NEC CCIS.
- Participates in the definition of the Program of Work for the SSC.
- Advises on integration with other systems.
- Advises on system security issues within the NEC CCIS.
- Responsible for implementation of required NATO security features in NEC CCIS and the NEC CCIS operating environment.
- Provides technical assistance to other sections of the SSC.
- Provides technical guidance and support to systems personnel at operational sites.

ESSENTIAL QUALIFICATIONS

Professional/Experience

- At least five years' experience in a position with responsibilities for systems analysis, programming and data processing.
- Detailed knowledge of operating systems, to include real-time processing.
- Good knowledge of transaction-oriented systems, relational databases and data communications.
- Practical experience of modern office automation applications.

Education/Training

- University degree in computer technology or similar field, and at least five years of relevant experience, or higher secondary education, coupled with advanced vocational training in computer technology or similar field, and at least seven years of relevant experience.

Language

- English – Upper Intermediate/Advanced

DESIRABLE QUALIFICATIONS

Professional/Experience

- Experience in an international organisation, preferably NATO.
- Membership of a professional institution in the fields of IT/IS.
- Ability to develop full stack in the Java, JavaScript, and PL/SQL programming languages.
- Ability to comprehend legacy code in the "C", "C++" programming languages.
- Practical experience using SQL database interfaces.
- Practical experience with Linux/UNIX operating systems and containerized applications.
- Good knowledge of Geospatial Information Systems and Tactical Data Links.
- Good knowledge of Message Text Format (MTF) and Military Message Handling Systems.
- Theoretical understanding of Command and Control systems.
- Knowledge of NATO Information Systems and networks.

ATTRIBUTES/COMPETENCIES

Personal Attributes

- Good interpersonal and communication skills.
- Must be able to work as a member of a team.
- An analytical, systematic and pro-active approach is important.

- The duties will require a capacity for original thought, including the incorporation of emerging technologies and techniques, in addressing the IS implications of operational requirements.
- Should have good health and cope with stress.
- There is a requirement to work under pressure, with high workload and some irregular working hours.
- Some travel on temporary duty may be required.

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 advised 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 A-3 will be considered before any other candidates.

Notes for NATO Civilian Human Resources Managers: if you have qualified redundant staff at grade A-3, 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:
Starting basic salary is NOK 111,740.00 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 jwc.recruitment@nato.int