

	<p>NATO AEW&C PROGRAMME MANAGEMENT AGENCY</p> <p>NOTIFICATION OF VACANCY</p>
<p>Post Title:</p>	<p>Software / System Test Specialist</p>
<p>Post Number:</p>	<p>PMS93</p>
<p>Duty Location:</p>	<p>Brunssum, The Netherlands (main station) and NATO Air Base Geilenkirchen, Germany</p>
<p>NATO Grade</p>	<p>B6 / 14</p>
<p>Nation:</p>	<p>NU</p>
<p>Division/Office</p>	<p>Programme Management Division</p>
<p>Branch/Section</p>	<p>Mission System Engineering Centre (MSEC) at NATO Air Base Geilenkirchen, Germany</p>
<p>Clearance:</p>	<p>NATO Secret (NS)</p>
<p>Manages/Supervises (no. of staff)</p>	<p>N/A</p>
<p>Closing Date</p>	<p>8 September 2021</p>
<p>Point of Contact</p>	<p>Human Resources & General Services Office recruitment@napma.nato.int</p>
<p>Application Details:</p>	<p>A NAPMA Application Form of any applicant should be forwarded by email to recruitment@napma.nato.int The application form can be downloaded at www.napma.nato.int.</p> <p>NAPMA can only employ nationals from the NATO nations for this position</p>

1. POST SUMMARY

NAPMA is a NATO Agency responsible to plan, acquire, and deliver improvements to and support the sustainment of the NATO AEW&C capabilities, while ensuring technical airworthiness, following the guidance of the NAPMO Nations.

Based on a Service Level Agreement (SLA) between NAPMA, MSEC and NAEW&C Force Headquarters, this position will provide mutual support to MSEC for the Final Lifetime Extension Programme (FLEP) upgrade of the NE-3A mission system. Within the framework of this SLA, both NAPMA and the MSEC act in a dual role of service requestor and service provider. MSEC ensures that support requested by NAPMA will be provided within the scope of MSEC's Statement of Function, taking into consideration the priority of FLEP relative to the other MSEC

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projects. NAPMA supports the MSEC in this effort by providing additional personnel to the MSEC staff.

The Software / System Test Specialist acts as the Mission System Engineering Centre (MSEC) subject matter expert on mainly FLEP related software testing and is responsible for the application, maintenance and improvement procedures related to Verification and Validation (V&V). This includes the associated concepts, working methods and procedures, the supervision and their execution at project level. Working in a software sustainment environment, he/she often times will also execute the planning, coaching or execution, and evaluation of all review and test tasks for at least one domain / product in the context of a project.

2. PRINCIPAL DUTIES

The Software / System Test Specialist is responsible to the Chief Programme Management Division / FLEP Program Manager (PM001) for the following duties:

- Acting as Software Test Lead
- Acting as Project Lead for the management of activities to improve the MOCP software test environment, especially related to FLEP
- Leading skilled and flight-qualified test teams for software testing on-board the NE-3A aircraft, at the NE-3A Main Operating Base and at contractor sites.
- Taking responsibility for the management of the software testing activities, including coordinating and managing the planning and the execution of the system tests within a dedicated MSEC development project.
- Enabling and improving the test strategy and the related test process activities for Verification & Validation (V&V) within the different engineering / software sustainment processes;
- Enabling and implementing risk and requirement based test processes with details. This includes managing the associated risks and taking preventative mitigation action when any risk becomes unacceptable.
- Enabling and implementing the test automation strategy, when applicable.
- Support definition of business requirements for test tools and verifying their implementation.
- Ensuring that the independent test concepts, methods, techniques and procedures are trained and used appropriately to cover software V&V as well as safety relevant issues.
- Providing support and guidance on any aspect of software test planning and execution, as well as ensuring usage of the testing activities within the engineering processes
- Creating and reviewing master software test plans, including the evaluation if requirements are covered through a test.
- Analysing, documenting and reporting software test results, both qualitative and quantitative.
- Analysing test requirements based on a change request.
- Technically ensuring Configuration Management (i.e. user and system administration, license monitoring, product version identification and control, etc.) on both server and client platforms;
- Contributing to the identification and evaluation of risk reduction measures on project and product level.
- Attending training courses relevant to the above duties.

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3. SPECIAL REQUIREMENTS AND ADDITIONAL DUTIES

The incumbent may be required to perform other related duties as directed.

4. ESSENTIAL QUALIFICATIONS AND EXPERIENCE

University Degree and 2 years post related experience or a Higher Secondary education and completed advanced vocational training leading to a professional qualification or professional accreditation with 4 years post related experience.

In addition, the following qualifications are deemed essential:

- 9211 Systems testing: The planning, design, management, execution and reporting of tests, using appropriate testing tools and techniques and conforming to agreed standards, to ensure that new and amended systems, together with any interfaces, perform as specified. (Ref: SFIA v7 2018:TEST)
- Linux/Unix system administration for MSEC, located at NATO Air Base Geilenkirchen, Germany;
- At least three years of recent experience in software Verification & Validation (V&V) of large-scale distributed software intensive transaction processing or Command & Control (C2) systems
- Two years recent experience in testing of operational C2 systems
- Expert Level knowledge of systematic testing, with recent 2 years' experience.
- Working Level knowledge of software engineering environments, processes and methods.
- Working Level knowledge of evaluating test results, reporting, tracking and resolving system and software issues.
- Working Level knowledge of non-functional testing such as load and performance.
- Working Level knowledge of designing and execution of test plans and test cases for complex operational C2 systems, including planning and setting up test environments and test data.
- Working Level knowledge of system engineering, airworthiness and test requirements according international standards or Aerospace Industry standards with recent experience.
- Working Level knowledge of testing tools.
- User Level knowledge of computer system architectures, firmware and operating systems, client/server- and network concepts.
- Standard Automatic Data Processing Knowledge:

Word Processing:	Working Knowledge
Spreadsheet:	Working Knowledge
Graphics Presentation:	Working Knowledge
Database:	Working Knowledge
E-Mail Clients/Web Browsers:	Working Knowledge
Web Content Management:	Basic Knowledge

Must be fluent in one of the two NATO Official languages; some knowledge of the other is desirable. However, the work in NAPMA and at MSEC, both oral and written, is conducted in

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English. Therefore, an English SLP 3333 (Listening, Speaking, Reading, Writing) is required as a minimum.

5. DESIRABLE QUALIFICATIONS AND EXPERIENCE

The following qualifications are deemed desirable:

- Master's degree (or equivalent) in electrical/computer engineering or in a related engineering field or in computer science, and two years post related experience
- Certified in systematic testing (e.g. ISTQB Advanced TM / ISEB Practitioner TM)
- Certified in project management (e.g. PMP, Prince2 Practitioner or equivalent)
- Member of recognized professional institution or body

- Expert level knowledge with 1 years of recent experience with sustainment of airborne IT systems from Aerospace Industry and/or military organizations
- Working Level knowledge of main software life cycle models, best industry practices and international software and system engineering standards.
- Working Level knowledge of project management, combined with recent experience of at least one year
- Working Level knowledge of ISO 9001 and ISO 17025 requirements related to testing combined with recent experience.
- User Level knowledge of system engineering, airworthiness and test requirements from RTCA/DO 160, RTCA/DO 178, RTCA/DO 200, RTCA/DO 254.
- User Level knowledge of relevant NATO policies and standards.
- User Level knowledge of configuration management, quality- assurance / management

6. ATTRIBUTES / INTERRELATIONSHIPS

All NAPMA personnel are expected to conduct themselves in accordance with the current NATO Code of Conduct agreed by the North Atlantic Council (NAC), and thus display the core values of integrity, impartiality, loyalty, accountability, and professionalism.

7. COMPETENCIES

- The incumbent must be a flexible and competent person that has a natural tendency for working conscientiously and accurately in every detail, as the continued integrity and safety of the assigned software and systems must be assured.
- Good knowledge of products (requirements and risks).
- Considered to be the expert on test management by others
- Plans, schedules and monitors work activities in order to meet time and quality targets in accordance to established procedures.
- Selects and applies the appropriate applicable standards, methods, tools and applications.
- Applies an analytical and systematic approach to problem solving.
- Communicates and present complex information fluently to both specialist and non-specialist audiences.

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- Maintains awareness of developing trends within the wider occupational field, absorbs new information rapidly and applies it effectively in relevant internal business areas or external entities.
- Service-oriented personality.
- Working towards defined targets and objectives.
- Team orientated.
- Process oriented thinker.
- Good technical writer / editor skills.
- Strong personality and charisma.
- Medical fitness to perform software testing in a Simulator and onboard of an E-3A aircraft (in-flight).

- Works under general direction within a clear framework of accountability with substantial personal responsibility and autonomy to plan own work to meet given objectives and processes.
- Influences team and specialist peers internally and may influence external organisations, HQs and entities. Some responsibility for work of others and allocation of resources.
- Responsible to execute a broad range of complex professional or technical work activities in a variety of contexts.
- Reviews user/system interfaces and software designs taking account of target environment, performance requirements, and existing systems. Produces test cases, acceptance criteria and related plans and procedures using required standards, methods and tools.
- As Engineer - Test he/she manages the human resources of a test team within a project and plans, organizes and supervises the test activities.
- Takes responsibility for investigative work to determine test requirements and specify effective business processes, through improvements in information systems, data management, practices, procedures, organisation and equipment.

- Maintains relationships with external organisations, HQs, agencies and industry.
- Maintains regular day-to-day internal professional contacts within MSEC, across Project Teams or project team boundaries, to exchange information gained and lessons learned.
- Frequently required to represent MSEC at Force working group meetings, at duty events with contractors and other professional occasions

8. REMARKS

None

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