

NOTIFICATION OF A CIVILIAN PERSONNEL REQUIREMENT AT JOINT FORCE COMMAND BRUNSSUM HEADQUARTERS



Our Requirement:

Title: Staff Officer (HUMINT – CI Fusion Analyst)

Grade: 15

Duty Location: Brunssum, The Netherlands

Requirement filling date: as soon as possible

Closing date for applications: 6 July 2025

Our organisation

Joint Force Command Brunssum (JFCBS) provides a Joint headquarters to plan, prepare and conduct operations to support NATO's core tasks, at the Joint Operational level, as directed by Supreme Allied Commander Europe (SACEUR).

The Operations Directorate is responsible for directing, monitoring, coordinating and assessing operational functions and advising the Chief of Staff (COS) regarding all regionally focused operational activities.

The J2 Division provides Intelligence in support of the planning, preparation, conduct and assessment of NATO assigned operations.

The Joint Intelligence Operations Branch provides intelligence support to the overall Joint Targeting effort in JFCBS and ensures intelligence contribution to situational awareness / understanding (SA/SU), feeding to the ACO wide database.

The Current Intelligence Section, through liaison with the Joint Operations Centre (JOC), helps to provide adversary-related situational awareness throughout Implementation Area-North within a 72-hour outlook.

The incumbent is responsible, within the J2X Section, for the fusion and analysis of all incoming Human Intelligence (HUMINT) and Counterintelligence (CI) information, in order to contribute to all source Intelligence picture from HUMINT and CI Joint Theatre Teams, subordinated 2X organizations, and National HUMINT and CI organizations.

The main duties of Staff Officer (HUMINT – CI Fusion Analyst) are to:

- Advise the Section Head as a subject matter expert on the HUMINT and Counter Intelligence production.
- Analyse Information and Intelligence incoming from NATO HUMINT and CI Joint Theatre Teams and NATO subordinated 2X organizations.
- Analyse Information and Intelligence incoming from National HUMINT and CI Joint organizations and NATO Allied Command Counter Intelligence.
- Advise JFCBS J2 IRM Section for the draft, refinement and maintenance of intelligence collection requirements to be included into the JFCBS Intelligence Collection Plan.
- Conduct HUMINT and CI single source Intelligence production for the fulfilment of the JFCBS Collection Requirements included into the Intelligence Collection Plan.

- Create HUMINT and CI estimates, to be included in the JOPG for JFCBS Operational and exercise plans.
- Produce JFCBS TESSOC threat assessments, with the inputs and contribution of NATO member Nations CI organizations and ACCI.
- Create and draft HUMINT and CI summaries, with the contribution of NATO and National HUMINT and CI organizations, in coordination with ACCI.
- Contribute to operational Indications & Warnings (I&W).
- Conduct day-to-day cooperation, de-confliction and information exchange with ACCI, National HUMINT and CI organizations.
- Coordinate and exchange information on a regular basis with the counterparts in NATO Command Structure, NATO HUMINT COE, NATO CI COE, ACT Capability development JISR Branch, NATO School Oberammergau, and NATO Force Structure organizations.
- Identify educational opportunities and represents JFCBS J2 at seminars, workshops and conferences within NATO, and engage with external stakeholders and organizations to increase own subject matter expertise and network.
- Coach and mentor intelligence personnel on HUMINT and CI intelligence methodology and procedures.
- Undertakes work as part of a project team as directed or assigned.
- Act as Budget management authority.
- Act as Functional Area decision authority.

The incumbent may be required to undertake deployments in support of military operations and exercises, and/or TDY assignments, both within and without NATO boundaries. Such operational deployment may exceed 30 days duration up to 183 days in any period of 547 days, and may be on short notice. For NATO International Civilian Staff, acceptance of an employment contract linked to this post constitutes agreement to deploy in excess of 30 days if required.

Required Qualifications are:

- English – good – NATO Standard Language Proficiency 3333 (Listening, Speaking, Reading and Writing) in accordance with NATO standard agreement (STANAG) 6001.
NOTE: The work both oral and written in this post and in this Headquarters as a whole is conducted mainly in English.
- University Degree or equivalent in sociology, behavioural science, criminology, police, public or business administration, administration of justice, accounting, business or criminal law, comparative government, area studies, general management, political theory, behavioural or social psychology or related field / discipline.
- Minimum 2 years' professional experience in a similar HUMINT and CI role within an International or National organisation.

- Professional experience at intelligence Operational/tactical level in an International or National organisation.

Desirable Qualifications are:

- Intelligence experience in NATO or (multi)national operations.
- Experience in NATO or (multi)national HUMINT/CI Exercises.
- Good knowledge of Russian language.
- Good knowledge of French language.
- Completion of for this position relevant courses/training.

The successful candidate possesses following personal attributes:

- ✓ Good communication skills, both oral and written - able to communicate at all levels;
- ✓ Good interpersonal skills including tact and diplomacy;
- ✓ Problem solving skills - ability to solve wide range of complex problems;
- ✓ Analytical thinking;
- ✓ Ability to work under pressure;
- ✓ Supervisory skills.

The successful selected candidate needs to have a NATO security clearance and is required to pass a medical examination before an employment contract offer will be released. The medical examination will take place with our medical consultant, is required to determine if the recommended candidate is fit to perform the duties, and is deployable to NATO's areas of operation.

Due date for receipt of applications: **Sunday, 6 July 2025**

Candidates have to apply electronically in NATO Talent Acquisition Program:

<https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en>

Please be aware that a Selection Board will only assess the information provided in the job submission form including the answers to the pre-screening questions and description of your work experiences (*Attachments are supporting documents and should not be referred to in the job submission*).

Only candidates meeting ALL essential required qualifications will be considered and be assessed in competition with other candidates.

Results will be communicated in the week starting with 28 July 2025.

Test and interviews are planned in the start of September 2025 and will be organised in Brunssum, The Netherlands.