



**JWC VACANCY NOTICE**  
**250590**

**This vacancy notice is for a NATO-2030 agenda project-linked NATO International Civilian (PLN) post.**

**This post is limited to a three-year definite duration project. It will be filled as soon as possible.**

**In view of the urgency of this project, qualified candidates who hold or have recently held a valid NATO or National security clearance will be given priority consideration.**

**Job Title:** Staff Officer (2030 Multi-domain Operations)

**NATO Body:** Joint Warfare Centre (JWC)

**Primary Location:** Stavanger, Norway

**Schedule:** Full-Time

**Salary (Pay Basis):** 90,669.00NOK Monthly

**Grade:** G15 / A-2

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

**Application Deadline:** 25 May 2025

**Description**

We are looking for an experienced Multi-Domain Operations (MDO) professional who will be responsible for developing and implementing initiatives and experiments to ensure that the JWC develops a comprehensive understanding of the intersections of all elements of MDO and NATO's Collective Training & Exercises (CT&E) provision. Our MDO Staff Officer will work closely with key stakeholders to develop and integrate MDO into the JWC's exercise and training provision coordinated with the wider change programme.

## Summary

The JWC plans, prepares, and executes static and distributed joint operational level training in support of Warfare Development and Warfighting readiness.

The Exercises, Training, and Innovation (ET&I) Directorate is JWC's delivery organisation for the design and execution of joint, operational-level focused collective training for NCS and NFS HQs in order to prepare them for real-world operations.

The Scenario Branch is responsible for developing and delivering the settings, baseline, exercise scenarios, and geospatial products to support all stages of planning and delivery for NATO exercises.

The incumbent will act as the Exercises, Training and Innovation (ET&I) MDO Staff Officer, responsible for developing and implementing initiatives and experiments to ensure that JWC develops a comprehensive understanding of the intersections all elements of MDO, NATO's CT&E provision and integrating MDO in the CT&E programme. The ET&I MDO Staff Officer will work closely with division heads, branch heads, and other key stakeholders, in particular Cyber and Space Staff Officers, to develop and integrate MDO into the JWC's exercise and training provision coordinated with the wider change programme.

## REPORTS TO

Manager (Setting/Scenario Development) – A3/G17

## PRINCIPAL DUTIES

The incumbent's duties are:

- Provide subject-matter-expert advice, manage the development, refinement, and delivery of JWC's MDO Integration Roadmap, aligned with ACTs Roadmap.
- Provide ET&I with an understanding of MDO in modern warfare and NATO's evolving strategic priorities for 2030.
- Highlight emerging technologies and opportunities for the JWC to enhance its integration of MDO capabilities, such as space-based intelligence gathering in exercises;
- Develop a roadmap for implementing MDO initiatives and integrating NATO's MDO Concept into the JWC's exercises and training;
- Monitoring and measuring the effectiveness of the JWC's 2030 MDO Integration Roadmap and provide recommendations on potential improvements to the JWC's structure and ways of working, in relation to MDO;
- Develop test and incorporate scenarios that challenge exercise participants to respond to MDO threats and disruptions;

- Recommending to ET&I, applicable projects and suitable staff best positioned to complete them;
- Provide expert advice and guidance on MDO to the JWC's leadership team and staff;
- Communicating with DCOS ET&I, Div Heads and JWC Staff to keep the project aligned with the JWC's wider programme and ACTs Implementation Roadmap;
- By addressing these areas, develop a comprehensive understanding, at the JWC, of the intersection between MDO and NATO 2030 and identify actionable strategies for enhancing the integration of MDO into JWCs exercises and training.

## **ESSENTIAL QUALIFICATIONS**

### **Professional/Experience**

- Good working knowledge of NATO's MDO Concept.
- At least 4 years' functional experience of Operations: Experience in planning, executing, and managing operations and initiatives across multiple domains in NATO, multi-national or national equivalent.
- Policy Development: At least 2 years' experience in developing policies related to Joint Operations in NATO, Multi-National or National equivalent level.
- Strategic Planning: At least 2 years' experience in developing and implementing long-term strategies for military operations or defence.
- A formal qualification in a project management methodology. (e.g. APMP/Agile/Scrum) and 2 years post related experience, which includes 1 year function related experience.

### **Education/Training**

- University Degree in military studies, political science, international relations, public administration or related discipline 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.

### **Language**

- English – Upper Intermediate/Advanced

## **DESIRABLE QUALIFICATIONS**

### **Professional/Experience**

- Satellite Technology: Knowledge of satellite design, launch processes, and ground control operations.

- Space Situational Awareness: Understanding of tracking and monitoring space objects, understanding space debris management, and collision avoidance.
- Cyber: Understanding of cyber operations and an understanding of the principles as they apply to MDO.
- 4 years' experience of Joint Staff planning; exercise planning and delivery at national, international or NATO level.
- Understanding of the structures and principles of the NATO Training and Exercise portfolio.

## **ATTRIBUTES/COMPETENCIES**

Considerable maturity and professional judgement is required to make decisions on to ensure seamless provision of high quality support to the JWC and supported Training Audiences. High level of organisational and coordination skills. Excellent managerial, interpersonal, and communication skills with a visionary view to evolving requirements to meet future challenges. Able to cope with stress, and possessing good health. Must be able to work as a member of a team in a multi-national environment. An analytical, systematic and pro-active approach is important. The duties will require a capacity for original thought, including the incorporation of emerging concepts. The incumbent should be self-motivated and capable of working under pressure.

## **WORK ENVIRONMENT**

The work is normally performed in an 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 PROJECT LINKED NATO CIVILIAN POST AT JWC:**

JWC, 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 qualifications 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 G15 / A-2 will be considered before any other candidates.

**Notes for NATO Civilian Human Resources Managers:** if you have qualified redundant staff at grade G15 / A-2, who wish to be considered for this post, please advise JWC Civilian HR no later than the closing date.

**Contract:**

This project post is limited to a definite duration of three years. There is no guarantee that the post will continue beyond that period. The successful applicant will be offered a three-year definite duration employment contract. Serving staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations.

**Salary:**

Starting basic salary is NOK 90,669 per month (tax-free). Additional allowances may apply depending on the personal circumstances of the successful candidate. For further details see [NATO Terms & Conditions](#).

For any queries, please contact the Joint Warfare Centre Recruitment Team at [jwc.recruitment@nato.int](mailto:jwc.recruitment@nato.int)