



JWC VACANCY NOTICE
241662

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 Real World Plans)

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: 19 January 2025

Description

The Joint Warfare Centre (JWC) is seeking a dynamic and experienced Real World Plans Staff Officer to lead the integration of operational analysis into JWC's exercise and training environment. In this key role, you will develop and implement an integration roadmap, advancing the application of operational analysis to NATO's Real World Plans, including Regional Plans and Subordinate Support Plans. This unique opportunity allows you to work alongside experienced leaders, develop a comprehensive understanding of NATO's operational planning framework while contributing to the delivery of Collective Training and Exercises (CT&E). You will play a

critical role in assessing, analysing, and challenging operational courses of action, driving innovation and ensuring NATO's readiness within JWC's Transformation Programme. If you are a motivated professional with a strong background in operational analysis and a passion for applying cutting-edge analytical techniques to military planning, this role offers the chance to make a lasting impact on JWC's exercises, training and innovation.

Summary

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

The Scenario Management Section is responsible for managing and coordinating the requirements that support parallel development and delivery of multiple exercise scenario/settings.

The incumbent will act as the Exercises, Training and Innovation (ET&I) Real World Plans functional lead, responsible for developing and implementing initiatives to ensure that JWC develops a comprehensive understanding of NATO Regional Plans (RP) and Subordinate Support Plans (SSP) and how to assess, analyze and challenge the courses of action contained in them in order to enhance NATO's readiness and response capabilities in JWC's CT&E programme. The Real World Plans functional lead will work closely with Division Heads, Branch Heads, and other key stakeholders to develop and execute the Real World Plans Lines of Development in JWC's Transformation 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 real world Integration Roadmap;
- Provide ET&I with an understanding of how to challenge ideas, plans and processes laid out in SACEUR's AOR-Wide Strategic Plan (SASP), which provides the base plan for the defence and security of SACEUR's Area of Responsibility (AOR), Regional Plans (RP) and Subordinate Support Plans (SSP). Red Teaming is a technique to understand in the context of NATO's CT&E and evolving priorities for 2030;

- Develop a roadmap for implementing real world initiatives and integrating this into JWC's exercises and training;
- Monitor and measure the effectiveness of JWC's 2030 real world Integration Roadmap and provide recommendations on potential improvements to JWC's structure and ways of working, in relation to Red Teaming;
- Develop, test and incorporate methodologies that enable JWC to challenge its training audiences real world plans ideas and processes;
- Recommend applicable projects and suitable staff best positioned to complete them;
- Provide expert advice and guidance on Red Teaming to the JWC's leadership team and staff;
- Communicate with DCOS ET&I, Exercise Production Deputy Division Head, key stakeholders to keep the project aligned with the wider program;
- By addressing these areas, develop a comprehensive understanding at the JWC, of NATO Regional Plans (RP) and Subordinate Support Plans (SSP) and how to assess, analysis and challenge the courses of action contained in them in order to enhance NATO's readiness and response capabilities in JWC's CT&E.

ESSENTIAL QUALIFICATIONS

Professional/Experience

- 4 years' experience of applying Operations Analysis in a broad range of military fields, specifically in DOTLMPFI spectrum.
- 4 years' experience in analytical support of concepts under development as well as integration of these concepts into training and exercise programmes.
- 4 years' experience in NATO or National joint level military staff.

Education/Training

University Degree in operations research, military operations research, mathematics, statistics or related numerate discipline, computer science or related discipline and 2 years function related experience, or Higher Secondary education and completed advanced vocational training in that discipline leading to a professional qualification or professional accreditation with 4 years post related experience.

Language

- English – Upper Intermediate/Advanced

DESIRABLE QUALIFICATIONS

Professional/Experience

- Understanding of the operational planning process at national, international or NATO levels.
- Possess excellent communication skills and the ability to engage and manage stakeholders effectively. This should include stakeholder analysis, engagement planning and conflict resolution.

Education/Training

- A qualification in a formal project management methodology. (e.g. APMP/Agile/Scrum)
- Master's Degree or equivalent in operations research, military operations research, business administration or related discipline.

ATTRIBUTES/COMPETENCIES

Personal Attributes: 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.

Managerial Responsibilities: Provides advice based on corporate knowledge to Staff and associated project teams, which may include contracted subject matter experts. Advises on the work of ET&I 2030 projects as well as temporary development teams. Executes project management duties, thus ensuring that projects are de-conflicted and completed on time and within budget, may fulfill a Contracting Officer Technical Representative (COTR) role with direct supervision of up to 2 contracted employees.

Professional Contacts: Have professional contacts with others inside and outside the organisation/ provide advice and may negotiate. Could commit the organisation to a COA. Regular exchange of information within JWC, external agencies and ACT/ACO Staff. Contacts require explanation, persuasion and approval action. May represent the JWC at high level meetings with external stakeholders as required; ACT, ACO, NATO Nations, NATO COEs (Centre of Excellence). Presents and defends the JWC position/view at other various meetings and conferences called by ACT and other NATO agencies.

Contribution to Objectives: Work involves a major task directly affecting plans/management/policy and objectives of the HQ, which may directly impact on JWC mission. This post ensures that development projects deliver required results and outputs on behalf of JWC. The projects must meet the current and future (2030) exercise requirements. Also this post contributes significantly to the introduction, in a controlled and professional manner, of emerging 2030 concepts that are incorporated into exercise scenarios.

Supervisory Responsibilities: Plan most daily work within set priorities and supervise one or more people.

There are no reporting responsibilities.

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 90,669.00 per month (tax-free). Additional allowances may apply depending on the personal circumstances of the successful candidate. For further details see [NATO Terms & Conditions](#).

For any queries, please contact the Joint Warfare Centre Recruitment Team at civ.recruitment@jwc.nato.int.