



JWC VACANCY NOTICE
241661

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 Russia Way of Warfare)

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

Are you ready to join a dynamic and interesting organization that is adapting to the future needs of NATO? The Joint Warfare Centre (JWC) is looking for a Russian Ways of Warfare (RWoW) Staff Officer with both an academic background and real world experience. This post will lead the development of an integration roadmap, setting out and implementing the initiatives, which enhance NATO's operational readiness and ensure NATO remains prepared for evolving challenges, particularly in the context of Russia Way of Warfare (RWoW). This unique opportunity combines working alongside experienced leaders, developing a comprehensive understanding of the intersection of Russian ways of warfare with Collective Training and Experimentation (CT&E) delivery and contributing to JWCs Transformation Programme. If you have a background in

Russian Studies, Political Science, International Relations, or related disciplines and a passion for driving meaningful change, this role offers the chance to integrate cutting-edge realism into NATO'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) Russia Way of Warfare (R WoW) Functional Lead, responsible for developing and implementing initiatives and experiments to ensure that JWC develops a comprehensive understanding of the intersections between R WoW and NATO's CT&E provision and integrating greater realism in the CT&E programme. The ET&I R WoW Functional Lead will work closely with Division Heads, Branch Heads, and other key stakeholders to develop and integrate R WoW into the JWC's exercise and training provision co-ordinated with the wider change programme.

REPORTS TO

Manager (Setting/Scenario Development) – A3/G17

PRINCIPAL DUTIES

The incumbent's duties are:

- Provide ET&I with an understanding of R WoW in the context of NATO's evolving priorities for 2030. Highlighting strategic priorities and objectives, overall concepts and tactics and doctrine vs reality to enable JWC to enhance its representation of R WoW in exercises;
- Develop a roadmap for implementing R WoW initiatives and integrating this into JWC's exercises and training;
- Monitor and measure the effectiveness of JWC's 2030 R WoW Integration Roadmap and provide recommendations on potential improvements to JWC's structure and ways of working, in relation to R WoW;
- Develop, test and integrate scenarios that challenge exercise participants to respond to R WoW threats and disruptions;
- Recommend to ET&I, applicable projects and suitable staff best positioned to complete these activities;

- Provide expert advice and guidance on RWoW to the JWC's leadership team and staff;
- Communicate with DCOS ET&I, ExProd Dep Div Head and key stakeholders to keep the projects aligned with the wider transformation programme;
- By addressing these areas develop a comprehensive understanding, at the JWC, of the intersection between RWoW and NATO 2030 and identify actionable strategies for enhancing the integration of RWoW into JWC's CT&E.

ESSENTIAL QUALIFICATIONS

Professional/Experience

- Knowledge of and 4 years functional experience of representing Russian ways of warfare in an operational environment.
- 4 years' experience in NATO or National joint level analysis staff.
- 4 years' experience of applying analysis in a broad range of fields, specifically in DOTLMPFI spectrum.
- 4 years' experience in analytical support to military operations/planning as well as integration of Russia and the Associated States modus operandi into planning and/or Exercises.
- 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

- University Degree or equivalent in Russian Studies, Social and Politics Sciences, International Relations or related discipline, and 2 years post related experience

Language

- English – Upper Intermediate/Advanced

DESIRABLE QUALIFICATIONS

Professional/Experience

- Experience of Russia or its former satellite countries
- Experience in military exercise development and delivery.
- Understanding of the NATO Systems Approach to Training and Exercises Planning Process

Education/Training

- Master's Degree or equivalent in Russian Studies, Social and Politics Sciences, International Relations or related discipline
- A qualification in a formal project management methodology. (e.g. APMP/Agile/Scrum) and 2 years post related experience, which includes 1 years function related experience.

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.

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