



**JWC VACANCY NOTICE**  
**250589**

**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 Space)

**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:** 4 May 2025

**Description**

We are looking for an experienced Space professional who will be responsible for developing and implementing initiatives and experiments to ensure that the JWC develops a comprehensive understanding of the intersections between Space, Cyber and NATO's Collective Training & Exercises (CT&E) provision. Our Space Staff Officer will work closely with key stakeholders to develop and integrate Space 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) Space Staff Officer, responsible for developing and implementing initiatives and experiments to ensure that the JWC develops a comprehensive understanding of the intersections between Space, Cyber, NATO's CT&E provision and integrating MDO in the CT&E programme. The ET&I Space Staff Officer will work closely with division heads, branch heads, and other key stakeholders, in particular Cyber and MDO Staff Officers, to develop and integrate Space 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 subject-matter-expert advice, manage the development, refinement, and delivery of JWC's Space Integration Roadmap.
- Provide ET&I with an understanding of space in modern warfare and NATO's evolving strategic priorities for 2030.
- Highlight emerging technologies and opportunities for the JWC to enhance its representation of space capabilities, such as advanced satellite systems, space situational awareness, and space-based intelligence gathering in exercises
- Develop a roadmap for implementing Space initiatives and integrating NATO's space agenda into the JWC's exercises and training
- Monitoring and measuring the effectiveness of JWC's 2030 Space Integration Roadmap and provide recommendations on potential improvements to the JWC's structure and ways of working, in relation to space

- Develop test and incorporate scenarios that challenge exercise participants to respond to space-based threats and disruptions
- Recommending to ET&I, applicable projects and suitable staff best positioned to complete them
- Provide expert advice and guidance on Space to the JWC's leadership team and staff
- Communicating with DCOS ET&I, Exercise Production Department Division Head and key stakeholders to keep the project aligned with the JWC's wider programme
- By addressing these areas, develop a comprehensive understanding, at the JWC, of the intersection between space and NATO 2030 and identify actionable strategies for enhancing the integration of space security and resilience into JWCs exercises and training.

## **ESSENTIAL QUALIFICATIONS**

### **Professional/Experience**

- Knowledge of and 4 years' experience in previous roles of military space operations or related defence sectors.
- Experience in planning, executing and managing military space or satellite operations.
- Experience working with international coalitions, agencies or organizations like ESA, NASA, or other national space agencies.
- Demonstrated ability to manage space systems or defence technologies projects.

### **Education/Training**

- Master's Degree or equivalent in a related STEM field, such as engineering, aerospace, physical science, computer science or mathematics.

### **Language**

- English – Upper Intermediate/Advanced

## **DESIRABLE QUALIFICATIONS**

### **Professional/Experience**

- Experience in the integration of joint space capabilities and military operations
- In-depth knowledge of satellite design, launch processes, and ground control operations.
- Proficiency in tracking and monitoring space objects, understanding space debris management, and collision avoidance.
- Expertise in satellite communications, including secure communication protocols and network integration.
- Understanding of cybersecurity principles as they apply to space systems and the ability to implement secure communication and data handling practices.
- Experience in developing and implementing long-term strategies for space operations and defence.
- Experience in developing policies related to space security, defense, and cooperation.

### **Education/Training**

- A qualification in a formal project management methodology. (e.g. APMP/Agile/Scrum) and 2 years post related experience, which includes 1 year function related experience.
- Any additional certifications in space operations, satellite communications, systems engineering or related discipline are advantageous.

## **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 90,669.00 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 [jwc.recruitment@nato.int](mailto:jwc.recruitment@nato.int)