NATO OTAN	**NATO ALLIED LAND COMMAND**	
	Izmir - Türkiye	

Job/Post Number: OLC RCPX 1010

Title: Staff Officer (CIS Interoperability)

Division: G6 Division

Clearance Level: NATO SECRET

Grade: G15

Basic Salary: 166,920 TL

Additional Benefits: For other allowances, privileges & tax exemptions see Section 7

NATO Body/Post Location: ACO I Land Command Headquarters, Izmir (Türkiye)

Closing Date: 07 June 2025

1. Post Context/Post Summary

Allied Land Command (LANDCOM) HQ is the Theatre Land Component and Land Advocate responsible for coordinating and synchronizing NATO and Partner Land Forces by enabling land domain readiness, interoperability, standardization, and competency; on order deploys headquarters elements to provide planning, coordination, and command capabilities to Allied forces.

The Support Directorate is responsible for providing LANDCOM with organizational structures, personnel, logistics, communications and information systems and base support.

The G6 Cyberspace Division plans and monitors the provision of communication and information services by the NATO CIS Agency (NCIA) to LANDCOM, it also plans and executes Communications and Information Systems infrastructure and defensive cyberspace operations.

The Land Communications and Information Systems (CIS) Interoperability Branch is responsible for CIS interoperability certification, support, procedure standardization and planning during LANDCOM operations and exercises.

The NATO CIS Interoperability Civilian provides the analytical advice and assessments regarding future and current CIS systems capability, performance, and ability to support Land doctrine and operational requirements.

2. Principal Duties

The incumbent's duties are:

1. Serves as SME for CIS interoperability.

2. Provide analytical advice and assessments of future and current CIS systems capability, performance, and ability to support Land operational requirements.

3. Reviews and provides technical and operational assessments of CIS related Capability Packages.

4. Provide analyses, assessments and advice concerning CIS Force Development concepts, CIS doctrine and CIS policy.

5. Assist in developing and reviewing high level CIS doctrine, policy and Allied Directive documents.

6. Develops mid- and long term CIS plans, concepts and doctrine in support of Land and Joint operations.

7. Actively participates and provided CIS analytical expertise to OPGs.

8. Provides technical support to NFS HQs regarding CIS interoperability; Provides CIS doctrine and interoperability SME support to NFS HQ, Partnership for Peace (PfP), Istanbul Cooperation Initiative (ICI) and Mediterranean Dialog (MD) activities to include conducting workshops when directed.

9. When directed support Combat Readiness Evaluation of Land HQs & Units (CREVAL) and Operational Capabilities Concept (OCC) activities with CIS expertise.

10. Identifies future CIS systems shortfalls, to include static and deployable assess, and recommends corrective actions.

11. Provides expert advice on Information and Functional Area Systems standardization requirements.

12. Responsible for monitoring and maintaining knowledge on NATO CIS standardization and interoperability between NATO and other national CIS systems.

13. Actively participates in NATO CIS standardization and interoperability working groups.

3. Special Requirements and Additional Duties

The employee may be required to perform a similar range of duties elsewhere within the organisation at the same grade without there being any change to the contract

May have to travel on duty or deploy within and without NATO area for up to six months in any eighteen month period

The work is normally performed in a Normal NATO office working environment.

Normal Working Conditions apply.

The risk of injury is categorised as No Risk.

4. Essential Qualifications

a. Professional/Experience

(1) Command and Control Support (Military Cyberspace Planning) (General)

Activities involved in providing general communication services. Includes functions that provide general communications and information services for peacetime, baseline activities and real life CIS support to exercises such as long haul, wide and local area voice, data, digital and video communications. This includes the design, development, installation, maintenance, protection and defence of voice, data, and video communications capabilities, services, and systems.

Skill Level (Enable)

Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Plans own work to meet given objectives and processes. Influences customers, suppliers and partners at account level. May have some responsibility for the work of others and for the allocation of resources. Participates in external activities related to own specialism. Makes decisions which influence the success of projects and team objectives. Work includes a broad range of complex technical or professional activities, in a variety of contexts. Investigates, defines and resolves complex issues. Selects appropriately from applicable standards, methods, tools and applications. Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences. Facilitates collaboration between stakeholders who share common objectives. Plans, schedules and monitors work to meet time and quality targets. Rapidly absorbs new information and applies it effectively. Maintains an awareness of developing technologies and their application and takes some responsibility for driving own development.

b. Education/Training

(auto-generated based on the grade and the NATO Occupational Codes)

University Degree 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.

The additional job specific qualifications and experience is described under Professional/Experience paragraph (4/a). In case of ambiguity the required job specific experience have priority over the standard education and training levels and experience described here.

c. Language

English - SLP 3333 - (Listening, Speaking, Reading and Writing)

NOTE: The work both oral and written in this post and in this Headquarters as a whole is conducted mainly in English.

     d. NATO Occupational Codes

5M6A - Command and Control Support (Military Cyberspace Planning) (General)

  5. Desirable Qualifications

     a. Professional Experience

A thorough knowledge in interoperability exercises and events with a broad knowledge in Community of Interest Services. Experience in military CIS exercises planning and execution. Activities involved in providing general communication services which includes functions that provide general communications and information services for peacetime, baseline activities and real life CIS support to exercises such as long haul, wide and local area voice, data, digital and video communications. This also includes the design, development, installation, maintenance, protection and defence of voice, data, and video communications capabilities, services, and systems.

     b. Education/Training

NATO Orientation Course (ETE-MW-3834) provided by NATO - School Oberammergau (NSO)

     c. Language

None specified

  6. Attributes/Competencies

     a. Personal Attributes
The incumbent must be able to work with little or no supervision as the senior subject matter expert for CIS doctrine, policy and interoperability. Must have patience, be adaptable, good communication skills, good interpersonal skills and good professional judgment in order to provide analysis, advice and actively participate in the decision making process on all doctrine, policy and standardization matters with internal and external personnel.

     b. Professional Contacts

Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences. Facilitates collaboration between stakeholders who share common objectives. Plans, schedules and monitors work to meet time and quality targets. Rapidly absorbs new information and applies it effectively. Maintains an awareness of developing technologies and their application and takes some responsibility for driving own development.

     c. Contribution to Objectives

Provides the analytical advice and assessments regarding future and current CIS systems capability, performance, and ability to support Land doctrine and operational requirements.

d. Supervisory Responsibilities

There are no reporting responsibilities.

e. Position Reporting

This post reports to:

OLC RCPX 0010 - Branch Head (Land Communications and Information Systems Interoperability) - OF-4

This post does not deputises anybody.

This post is not deputised by anybody.

7. Additional Information

a. Allowances

Members of the staff who fulfil the conditions of eligibility laid down in the Civilian Personnel Regulations shall receive the appropriate allowances/supplements. Some of the allowances are installation allowance, expatriation allowance, family allowance and education allowance. Please refer to Chapter VII of the Civilian Personnel Regulations for details.

b. Privileges & Tax Exemptions

In line with the bilateral agreement, the NATO International Civilians who are neither Turkish nationals, nor permanent residents in Türkiye are granted various privileges and tax exemptions (covering purchase of motor vehicles, motorcycles, caravans, trailers, fuel, household furnishing and appliances and other similar items).

c. Contract

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.

d. How to Apply

In order to apply for this vacancy, please visit the platform at: https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en and search for vacancies within Land Command HQ.

Note that once you created your profile, you will be able to use it to apply for other vacancies within NATO.

e. Employment Pre-Requisites

Candidates are invited to submit their applications only if:

• They are nationals of a NATO member country

• They are over 21 and under 60 years of age at the time of taking up their appointments. Appointments of definite duration may be offered to candidates of 60 years of age or more, provided that the expiry date of the contract is not later than the date at which the candidate attains the age of 65.

Notice for candidates: LANDCOM is undergoing a reorganization that might affect the job description of this post.

f. Allied Land Command

LANDCOM is the Theatre Land Component and Land Advocate responsible for coordinating and synchronizing NATO and Partner Land Forces by enabling land domain READINESS, INTEROPERABILITY, STANDARDIZATION, and COMPETENCY; stands ready to deploy headquarters elements to provide planning, coordination, and C2 capabilities to Allied forces.

For history of LANDCOM, please refer to this link: [Allied Land Command - History (nato.int)](nato.int)

g. Izmir

Izmir is Türkiye's third largest city and one of its largest ports. It is located on an important commercial route with its 13 industrial areas and 2 free zones. With its multi-directional manufacturing facilities, rich natural resources and high quality of life; Izmir is a prominent city both in Türkiye and the world. Izmir demonstrates development in terms of exportation, an important indicator of economy. This qualification provides advantage to Izmir to compete socially and economically, to develop capacity and to accommodate.

For more information: İzmir - Wikipedia

8. Additional Remarks

a) All applicants are reminded that if hired, to reside here, all members including their dependents must comply with Host Nation requirements and definitions regarding residency.
b) NATO is committed to diversity and inclusion, and strives to provide equal access to employment, advancement, and retention, independent of gender, age, nationality, ethnic origin, religion or belief, cultural background, sexual orientation, and disability. NATO welcomes applications of nationals from all member Nations.
c) Building integrity is a key element of NATO's core tasks. As an employer, NATO values commitment to the principles of integrity, transparency, and accountability in accordance with international norms and practices established for the defence and related security sector. Selected candidates are expected to be role models of integrity, and to promote good governance through ongoing efforts in their work.

d) Shortlisted candidates will be requested to provide original documentary evidence and a set of copies supporting statements in their applications. Appointment is subject to obtaining a NS security clearance and a medical certificate.

e) NATO will not accept any phase of the recruitment and selection prepared, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to Chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. NATO reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI applications may be rejected without further consideration at NATO's sole discretion, and NATO reserves the right to take further steps in such cases as appropriate.