



Job/Post Number: OLC RSXS 1010

Title: Staff Officer (Civil Engineer)

Division: Base Support Group

Clearance Level: NATO SECRET

Grade: A2/G15

Basic Salary: 156,000.74 TRY

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

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

Closing Date: 13 April 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 Base Support Group provides LANDCOM with transportation, infrastructure maintenance, air travel support, Morale and Welfare activities, printing, supply and property control and coordinates with the Host Nation the provision of security and safety.

The Facilities Management Section is responsible for maintaining LANDCOM hardened facilities permanently operational.

The Staff Officer (Civil Engineer) is responsible for determining the additional infrastructure and modifications necessary for LANDCOM 2030, supervising the adaptation works, controlling the quality of works for reception and ensuring proper maintenance of the premises and utility networks in all LANDCOM sites.

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2. Principal Duties

The incumbent's duties are:

Analyses the current premises and proposes adaptation works for the new population and for appropriate resilience, including energy supply and other utilities. The premises should be able to lodge all the personnel foreseen in the Crisis Establishment as well.

Analyses the current hardened facilities and proposes adaptation works to provide appropriate functionality and resilience at a reasonable cost.

Reports to the Staff Officer (LANDCOM 2030 Project) OLC RHXX 0800 for the infrastructure contributions to ACO 2030 Project.

Identifies the Mission Vital Infrastructure and proposes redundancies and protective measures.

Identifies potential bed-down facilities and estimates the works necessary to make them operational.

Drafts a comprehensive infrastructure plan with the functions mentioned above and any other infrastructure or utilities that might be considered necessary as the project evolves.

Provides, in coordination, with the Staff Officer (Finance) an estimate of the costs of the infrastructure projects mentioned above.

Identifies risks and challenges to the project and proposes palliative measures.

Monitors the execution of LANDCOM 2030 Project infrastructure.

Maintains records of plans and blueprints of LANDCOM infrastructure.

Manages the periodic and corrective maintenance of the premises and utility networks.

3. Special Requirements and Additional Duties

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

The incumbent may have to deploy within or without NATO's boundaries in support of crisis response operations. Deployments may last up to six (6) months

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

Normal Working Conditions apply.

The risk of injury is categorized as No Risk.

4. Essential Qualifications

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a. Professional/Experience

Building and civil engineering

Building is the study of the science, technology and techniques of assembling, erecting and maintaining public, commercial, industrial and residential structures and their fittings. Civil engineering is the study of planning, designing, testing and directing the construction of large scale buildings and structures, including systems for transport, water supply, sewage etc.

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

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)

French - SLP null - (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

50732 - Building and civil engineering

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5. Desirable Qualifications

a. Professional Experience

b. Education/Training

Resource Management Education Programme (RMEP) Course (ETE-FI-2708) provided by NATO - School Oberammergau (NSO)

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

c. Language

French 2.2.2.2

6. Attributes/Competencies

a. Personal Attributes

Analytical reasoning and sound judgment are required in developing solutions to frequent and dissimilar problems. Capable of handling details and excellent numerical skills. Requires a broad knowledge of a wide range of directives and policies.

b. Professional Contacts

Contacts are necessary with Engineering at Base Support Group and with GENG

i. Internally

ii. Externally

c. Contribution to Objectives

This provides a critical part of the planning and execution of LANDCOM 2030 Project.

d. Supervisory Responsibilities

There are no reporting responsibilities.

e. Position Reporting

This post reports to:

OLC RSLI 0010 - Section Head (Infrastructure) - OF-3

This post does not deputize anybody.

This post is not deputized by anybody.

7. Additional Information

a. Allowances

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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.

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For history of LANDCOM, please refer to this link: [Allied Land Command - History \(nato.int\)](https://www.nato.int/allied-land-command-history)

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: [Izmir - Wikipedia](https://en.wikipedia.org/wiki/Izmir)

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.