



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 250722

Vacancy Number: G85/24

Post Number: OSC OOTA 1010

Job Title: Staff Officer (Integrated Air and Missile Defence)

NATO Grade: G15

Basic Monthly Salary (12 x per year): 6,467.30€, tax free

Closing Date: Sunday 11 May 2025

POST CONTEXT/POST SUMMARY

Supreme Headquarters Allied Powers Europe (SHAPE) provides an integrated Strategic Effects framework, employing a multi-domain and multi-region focus to create a 360-degree approach, with the flexibility to enable, upon direction, a seamless transition from Baseline Activities and Current Operations (BACO) up to the Maximum Level of Effort (MLE). SHAPE supports SACEUR in fulfilling his terms of reference, as directed by the North Atlantic Council.

The Operations (OPS) Directorate delivers comprehensive situational awareness, enabling the identification of crises, and supports estimates, response options and planning. In monitoring NATO's current operations, it enables SACEUR's direction and guidance to be disseminated, ensuring coherent Joint Effects, whilst providing comprehensive assessments to NATO HQ.

The Comprehensive Crisis and Operations Management Centre (CCOMC) is SHAPE's organization for thinking, planning and acting strategically and comprehensively in multiple crises and operations simultaneously.

The Domain Operations Group (DOG) provides domain-specific expertise, enabling strategic decision making, operations assessment, and transition management for operations, missions, activities and permanent tasks conducted independently from those of the Geographical Operation Group (GOG).

The Air and Space Section supports the conduct of the Comprehensive Crisis and Operations Management (CCOM) process involving the Air Domain and Space Environment.

The incumbent is responsible for Integrated Air and Missile Defence (IAMD) in the MDSOC during peacetime, exercises, missions and operations.

PRINCIPAL DUTIES

- 1) Contribute to development of strategic policy, plans, guidance, requirements and procedures impacting IAMD (including NATO BMD).
- 2) Support the IAMD Operation Discipline Requirement Authority, identifying and coordinating ACO Training requirements, activities and events relevant to IAMD Operation Discipline for individual and collective training and exercises (ACO ETEE IAMD Operation Discipline).
- 3) Integrate IAMD (including NATO BMD) in Strategic Standing Training Objectives and support integration of IAMD in Operational and Domain Specific Standing Training Objectives.
- 4) Provide IAMD subject matter expertise and advice to exercise planning and developing training objectives for SHAPE Major Joint Exercises.
- 5) Support the MSOC AIR Domain team during normal duty and exercises providing expertise on IAMD.
- 6) Maintain situational awareness on IAMD aspects of NATO-Led mission or missions, including dissemination of information to the SHAPE divisions and subordinate headquarters.
- 7) Generate, in the framework of IAMD (including NATO BMD), assessments and recommendations for NATO's strategic military leadership, ensuring that staff actions are coordinated with other SHAPE divisions, the operational chain of command, and when required, outside agencies and individual nations.
- 8) Ensure requests from subordinate commands concerning IAMD (including NATO BMD) receive the proper attention and makes recommendations for action.
- 9) Participate in SHAPE WG and Boards as IAMD SME.
- 10) Ensure NATO HQ and SHAPE IAMD (including NATO BMD) guidance is disseminated and understood by subordinate commands and, represents SHAPE positions at meetings, conferences, and boards.

SPECIAL REQUIREMENTS AND ADDITIONAL DUTIES

1. The incumbent may be required to undertake deployments in support of military operations and exercises, and/or TDY assignments, both within and without NATO boundaries up to 180 days. 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.

ESSENTIAL QUALIFICATIONS

A. Professional/Experience

- 1) Experience working in a complex joint operational environment.
- 2) Experience in the development of strategic policy, plans, guidance, requirements and procedures impacting IAMD
- 3) Experience in identifying and coordinating training requirements, activities and events relevant to IAMD for individual and collective training and exercises

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.

C. Language

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

DESIRABLE QUALIFICATIONS

A. Professional Experience

- 1) Experience working in an international environment.
- 2) Previous staff officer experience/ preferably at national/ multi-national major command and/ or joint combined headquarters.
- 3) Knowledge of and experience in Air and Missile Defence to include Battle Management, Command and Control, Communications, and Intelligence (BMC3I), weapon systems and early warning sensor systems.

ATTRIBUTES/COMPETENCIES

- Personal Attributes: Motivated, flexible, highly collaborative team player and effective communicator. Able to address and convey complex topics in a simple manner and in front of varied audiences. Open to new analytical and problem solving techniques. Advanced public-speaking skills and readiness in the conduct/organization of conferences/trainings/briefs.
- Professional Contacts: Collaborates as required with subject matter experts and personnel across SHAPE staff, ACO-subordinate commands in the framework of IAMD (Procedures + Training Requirements).
- Contribution To Objectives: This post contributes directly to the improvement of IAMD procedures and Training in NATO in a challenging IAMD environment.

REMARKS:

Duration of contract: The successful candidate will fill this post as a Project Related NATO International Civilian (PLN) with a three-year definite duration contract within the NATO 2030 Agenda. On expiry of this term the PLN will be deleted or absorbed into the ceiling pending approval or will exceptionally be considered for extension.

The salary will be the basic entry-level monthly salary defined by the NATO Grade of the post, which may be augmented by allowances based on the selected staff member's eligibility, and which is subject to the withholding of approximately 20% for pension and medical insurance contributions.

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.

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.

Applicants who prove to be competent for the post but who are not successful in this competition may be offered an appointment in another post of a similar nature, which might become vacant in the near future, albeit at the same or lower grade, provided they meet the necessary requirements.

We believe that all people are capable of great things. Because of this, we encourage you to apply even if you do not meet all of the criteria listed within this job description.

HOW TO APPLY FOR A NATO CIVILIAN POST AT SHAPE:

Applications are to be submitted using 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) are not accepted.

More information to be found on these links:

[6 Tips for Applying to NATO](#)

[Application Process](#)

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.

Remarks:

- a. Only nationals from the 32 NATO member states can apply for vacancies at SHAPE.
- b. 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.
- c. Qualified redundant staff of the same grade interested in this post should inform this office, via their HR/Personnel Office by not later than vacancy's closing date.
- d. 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.