

NOTIFICATION OF A CIVILIAN PERSONNEL REQUIREMENT AT JOINT FORCE COMMAND BRUNSSUM HEADQUARTERS



Our Requirement:

Title: Staff Officer (Joint Doctrine & Evaluation)

Grade: 15

Duty Location: Brunssum, the Netherlands

Requirement filling date: as soon as possible

Closing date for applications: 2 March 2025

Our organisation

Joint Force Command Brunssum (JFCBS) provides a Joint headquarters to plan, prepare and conduct operations to support NATO's core tasks, at the Joint Operational level, as directed by Supreme Allied Commander Europe (SACEUR).

The Plans Directorate is responsible for the development and production of all Concept of Operations (CONOPS) and Operations Plans (OPLANs) within its Area of Responsibility and providing the interface between NATO Command Structure (NCS) and NATO Force Structure (NFS).

The J7 Division is the Training, Exercise, Doctrine and Lessons Learned functional specialist and is responsible for their timely planning, synchronization, execution and follow-on activities.

The Doctrine and Lessons Learned Branch supports the development of Joint Operational Level doctrine, tactics, techniques & procedures. It leads on Lessons Learned and the follow-on activities.

The Joint Doctrine Section contributes to the development of concepts across the spectrum of warfare.

Within the Joint Doctrine and Evaluation Section, the incumbent provides staff support, and facilitates an efficient workflow and information-flow into and out of the section, maintains and adjusts work schedules and/or implementing new or changed work procedures. It also includes assessment of Doctrinal Comments/feedback received and/or evaluation reports.

The main duties of Staff Officer (Joint Doctrine & Evaluation) are:

- Participate in the development of NATO joint concepts and doctrines and lead the internal application of these concepts and doctrines to Joint Force ongoing and future operations.
- Foster relationship with ACT, NATO Standardization Office (NSO), Centre of Excellences and Custodians to ensure completion of all task.
- Participate in operations, exercises and preparation events to ensure compliance with current concepts and doctrines.
- Apply feedback from current operations into the process for concept and doctrine development / refinement.

- Contribute to various internal Boards and Working Groups by informing them of new policies, concepts and doctrines or other content that relates to his work or mission; interpret new developments in these areas for the Command Group – that includes preparation and deliverance of presentations when required.
- Provide information to Directorates and Divisions on Doctrine opportunities and the NATO Joint Doctrine process.
- Attend Allied Joint Operational Doctrine WG (AJOD WG) led by ACT and NSO, provides JFCBS doctrinal input if required twice a year.
- Lead the JFCBS Joint Operational Doctrine Working Group that run, at least four times a year.
- Stand ready to host Data Fusion Workshops and/or Doctrine Writing Team Meetings in JFCBS if required, as agreed with ACT and NSO during the AJOD WG, leading the organization of the event.

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. Such operational deployment may exceed 30 days duration up to 183 days in any period of 547 days, and may be on short notice. For NATO International Civilian Staff, acceptance of an employment contract linked to this post constitutes agreement to deploy in excess of 30 days if required.

Required Qualifications are:

- English – good – NATO Standard Language Proficiency 3333 (Listening, Speaking, Reading and Writing) in accordance with NATO standard agreement (STANAG) 6001.
NOTE: The work both oral and written in this post and in this Headquarters as a whole is conducted mainly in English.
- University Degree or equivalent in relevant discipline.
- Minimum 4 years' professional experience working on policy, concept and doctrine development and standardization process in a comparable organization.
- Experience in an international environment.

Desirable Qualifications are:

- Professional qualification/certification in project or program management.
- Professional experience in a military organization.
- Professional experience in Exercise Planning Processes.
- Completion of for this position relevant courses / training.

The successful candidate possesses following personal attributes:

- ✓ Excellent communication skills, both oral and written - able to communicate at all levels;
- ✓ High level of interpersonal skills including tact and diplomacy;
- ✓ Analytical skills - ability to analyse complex data and extract key insights;

- ✓ Problem-solving skills - aptitude for identifying problems, developing solutions and implementing changes;
- ✓ Possess resilience and experience managing a workload and maintaining calmness under pressure.

The successful selected candidate needs to have a NATO security clearance and is required to pass a medical examination before an employment contract offer will be released. The medical examination will take place with our medical consultant, is required to determine if the recommended candidate is fit to perform the duties, and is deployable to NATO's areas of operation.

Due date for receipt of applications: Sunday 2 March 2025

Candidates have to apply electronically in NATO Talent Acquisition Program:

<https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en>

Please be aware that a Selection Board will only assess the information provided in the job submission form including the answers to the pre-screening questions and description of your work experiences (*Attachments are supporting documents and should not be referred to in the job submission*).

Only candidates meeting ALL essential required qualifications will be considered and be assessed in competition with other candidates.

Results will be communicated by end of March 2025; test and interviews will be on 7 & 8 May 2025 and will be organised in Brunssum, The Netherlands.