



JFC Norfolk VACANCY NOTICE 240182

Applications are now invited for the post of Staff Officer (Tgt Spt Cell & Signals Intel) - OJA IXIX 1020, NATO Grade (NG) 15 on the staff of ACO/Headquarters Joint Command Norfolk.

Applications must be made on line:

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

Closing date for applications: 1 March 2024

Location: ACO/Headquarters Joint Command Norfolk, VA, USA

- **Notes for candidates:** the candidature of NATO redundant staff at grade A-3/NG-17 will be considered before any other candidates.
- **Notes for NATO Civilian Human Resources Managers:** If you have qualified redundant staff at grade A-2/NG-15, please advise the HQ SACT Civilian HR Manager no later than the closing date.

Contract: Serving NATO International Civilian staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations. Newly recruited staff will be offered a three year definite duration contract.

Salary: Starting basic salary is USD 8,138.52 Per month to which relevant allowances will be added.

For any queries, please contact the JFC Norfolk Recruitment Team at JFCNFSPTJ1Recruitment@jfcnf.nato.int

Are you a specialist in the field of targeting and intelligence support? If so, this position offers you a unique opportunity to support NATO Alliance at its Joint Forces Command In Norfolk, Virginia.

Post Context

The Joint Force Command Norfolk (JFCNF) provides a Joint Headquarters to plan, prepare and conduct operations to support NATO's core tasks at the Joint Operational Level, as directed by the SACEUR.

The J2 Division (Intelligence) carries out Intelligence and Knowledge Development in order to support the planning, conduct and assessment of operations within the framework of a comprehensive approach to cover the trans-Atlantic area.

The J2 Branch is responsible for Intelligence and Knowledge Development, Security and Counter Intelligence in order to support the planning, conduct and assessment of operations within the framework of a comprehensive approach to cover the JFCNF Area of Interest (AOI).

The Targeting Intelligence Support Section primary role is to provide intelligence support to Joint Targeting cycle. It is the standing body running the deliberate targeting process at the JFCNF level and therefore it is the main point of contact for the subordinate commands for all targeting matters.

The incumbent will be responsible for the delivery of JFCNFs intelligence support to targeting contribution. They will be the principal contributor to managing the development of targeting materials and will also be responsible for maintaining close coordination across Allied Command Operations and nations in the development and prioritization of Target System Analysis (TSA) and Target Audience Analysis (TAA) development.

Reports to: Section Head (Targeting Support Cell) – A3/G17

Principal Duties:

His/her duties are:

1. Advise Section Head (Targeting Support Cell) on target development (TD) priorities and coordinate activity through the JFCNF Battle Rhythm to support JFCNFs planning development.
2. Support JFCNF Target Systems Analysis (TSA) contribution; liaise across the staff to ensure priorities are coherent with NATO Priorities.
3. Support JFCNF in the planning, directing, managing, coordinating and participating in the production and dissemination of signals intelligences (SIGINT) at the operational level.

4. Support the JFCNF Battle Rhythm process, identify, and advise on priorities for TD and synchronisation across domain and JFC.
5. Coordinate with other NATO targeting organisations in the development of JFCNF TD production.
6. Collaborate across NATO in the development of Advanced Targeting inputs to target folders.
7. Maintain and enforce the standards of TD, assuring interoperability in TD standards and format within ACO and with nations.
8. Coordinate with JFCNF JISR and Analysis BH, other JFCs and SHAPE on supporting the production of Battle Damage Assessment (BDA) reports during operations.
9. Maintain a close working relationship with NATO TSA producers, subject matter experts within NATO.
10. Achieve and maintain necessary Targeting qualification and certification.
11. In conjunction with the J2 Analysis Branch Head, update relevant policy and doctrine with regards to Target Development and TSA.
12. Contributes to relevant Intel Boards, Committees and Working Groups.
13. Prepare and plan for JFCNF target development and BDA augmentation for Exercises and Crisis
14. When required, deputize for the Section Head (Intelligence Support to Targeting).

Special Requirements and Additional Duties

He/she 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

He/she is required to undertake operation deployments and/or TDY assignments both within and without NATO's boundaries.

- Advanced Intel Systems Training Course (AISTC)

- NCIA A9073 JTS/FAST User Course

Essential Qualifications

1. 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
2. Professional operational background working in a national, joint, NATO or Combined FIRES team.

3. In-depth knowledge and experience conducting Signals Intelligence (SIGINT) data analysis.
4. In-depth knowledge and experience in targeting methodologies, including Target System Analysis and Target Audience analysis.

Language

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

Desirable Qualifications

a. Professional Experience

1. Experience of Targeting and/or intelligence in a joint, combined or NATO environment.
2. Signals Intelligence experience.

Education/Training

1. NATO Open Source Intelligence Course (INT-AS-3859) provided by NATO - School Oberammergau (NSO)
2. NATO Joint Intermediate Target Dev Course (JTG-JT-31755) provided by NATO - School Oberammergau (NSO)
3. NATO Battle Damage Assessment Course (JTG-JT-31756) provided by NATO - School Oberammergau (NSO)
4. NATO Joint Targeting Staff (NJTS) Course (JTG-JT-2535) provided by NATO - School Oberammergau (NSO)
5. NATO Intelligence Course (INT-AS-2522) provided by NATO - School Oberammergau (NSO)
6. NATO Signals Intelligence Course (INT-SI-21826) provided by NATO - SIGINT Academy in't Harde, NLD
7. NATO SIGINT Operations Course (INT-SI-31825) provided by NATO – SIGINT Academy in't Harde, NLD
8. NATO Staff Officer Orientation Course (ETE-IT-3834) provided by NATO - School Oberammergau (NSO)

Attributes/Competencies

Personal Attributes: He/she must display logical thought and demonstrate independent judgement to develop and maintain Commander JFCNF's intelligence support to targeting capability. They must be able to provide advice and briefings to senior officials. They must have strong communication skills, both oral and written.

They must be methodical in their approach and must be able to engage with multiple organizations and nations to deliver coordinated timely intelligence support to targeting products. Problem analysis skills and critical thinking underlie the incumbent's contribution to the development of effective targeting strategies. May be required to perform duties outside normal working hours in support of mission essential requirements on short notice. He/she must have experience working directly in the military intelligence or targeting field.

Professional Contacts: Internally: Staff members and their supervisors across JFCNF Staff.

Externally: Decision makers at JFCNF; NATO agencies; HQ NATO; and with Nations, either through their SNRs or as required directly with MODs.

Contribution To Objectives: He/she will be fundamental to the management, development and delivery of COM JFCNF's targeting strategy, which will directly contribute to COM JFCNF's mission and work in partnership with the wider NATO targeting community to develop a coordinated approach to targeting.

Security Clearance

The successful applicant will be required to apply for and receive a NATO Cosmic Top Secret/B Security Clearance prior to final confirmation of contract and commencement of employment.

Work Environment

He/she will normally be required to work in a normal office environment.

Contract

- **This position is linked to a specific NATO project and is for a limited duration of 3 (three) years only.**
- Serving NATO International Civilian staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations. Newly recruited staff will be offered a three year definite duration contract.

Notes for Candidates

The HQ SACT web site gives details on the eligibility criteria and application processes to be adopted by all candidates.

The candidature of NATO redundant staff at grade A-2/NG 15 will be considered with priority.

This vacancy will close on 1 March 2024 @ 17:59hrs (Eastern)/11:59hrs (CET).

Notes for NATO Civilian Human Resources Managers

If you have qualified redundant staff at grade A-2/NG 15, please advise the HQ SACT Civilian HR Manager no later than the closing date.

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