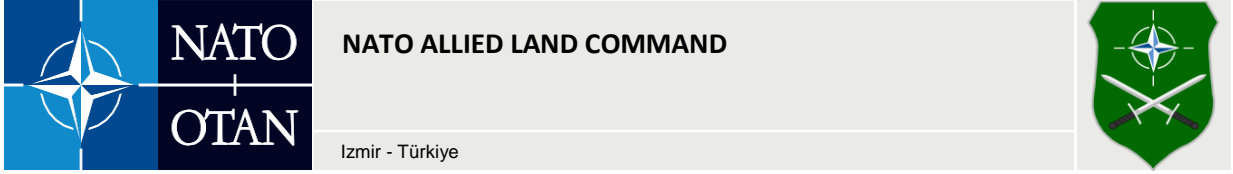


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Job/Post Number: OLC PTEC 1010

Title: Staff Officer (Training and Exercises)

Division: G7 Division

Clearance Level: NATO SECRET

Grade: G15

Basic Salary+ Special Allowance: 176,981.24 TL

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

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

Closing Date: 08 November 2024

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 Plans Directorate conducts military operations planning, training and preparation of forces, Civil-Military Cooperation (CIMIC) and Military Cooperation with Partner Countries.

The G7 Division is responsible for the planning, coordination and execution of collective training and combat readiness evaluation along with the development of doctrine and Lessons Learned (LL) at LANDCOM.

The Training and Exercises (TRES) and Evaluation Branch is responsible for planning, directing, and conducting training, exercises and evaluation including designated NFS entities and assigned forces.

The Training and Exercise Section is responsible for planning, directing, and conducting collective military exercises including designated NATO Force Structure entities and assigned forces in order to achieve the required capabilities to fulfil LANDCOM mission.

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The incumbent drafts exercise plans including training objectives, environment, scripts, events, incidents and benchmarks for evaluation and contributes to the simulation during the exercise.

2. Principal Duties

The incumbent's duties are:

a. Transition and Transformation to LANDCOM's New Role as CFLCC and LCC Multi Corps Capable in reference to the New Force Model and be the technical advisor alongside the NFM on all training and exercises matters.

b. Formulates training and exercises, plans, policies and procedures in close coordination with all staff agencies within the Land Command HQ, ACQ, ACT, MCC, ACC and NFS Commands In line with the new Training Model.

c. Coordinates training and exercises with both NATO and national HQs.

d. Responsible to the Section Chief Training and Exercises for supervision and coordination of all training and exercises activities within LANDCOM HQ.

e. Contributes to the development, build up and execution of the new NATO exercises on required level.

f. Represents LANDCOM HQ and coordinates training and exercises activities with superior, adjacent and appropriate national headquarters.

g. Supports the coordination of training and exercises with SHAPE and ACT centres of Excellence together with National Training Centres. Organize and conduct the training to ensure the Land Command's capability to command and control within the new NCS concept and the NFM. Advisor on training and exercises matters.

h. Draws conclusions from training and exercises and makes appropriate recommendations for improvements and amendments to policy ad future activities.

i. Prepares and conducts the internal LC training in close coordination with divisions.

j. Plans and the conducts of NATO exercises as PTA, STA, HICON or (R)-RC.

k. On order develops, coordinates and conducts NATO EPC as MTT in NATO Partner nations.

l. On order mentors and supports Partner nations developing training and exercises in accordance with NATO EPP.

m. Contribute to other LANDCOM HQ WGs as required

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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

The incumbent may be required to perform like duties elsewhere within the organisation as directed.

The incumbent is required to undertake operation deployments and/or TOY assignments both within and without NATO's boundaries.

- Performs other similar duties as directed.
- 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 categorised as No risk / risk might increase when deployed

4. Essential Qualifications

a. Professional/Experience

(1) Military Education and Training

The study and experience of the methodology and practices involved in training soldiers, NCOs (non-commissioned officers), and officers. It also extends this to training small and large units, both individually and collectively for both the regular and reserve organisations. Military training, especially for officers, also concerns itself with general education and political indoctrination of the armed forces.

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 nontechnical 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

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awareness of developing technologies and their application and takes some responsibility for driving own development.

Experience

Staff Officers Course

Four years' experience in collective military training and military exercises at division level or higher.

(2) Land Operations (General)

Activities that apply knowledge of the environment, system composition and technologies for Land Operations. Provide commanders with the expertise and guidance on conducting Land Operations.

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 nontechnical 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 post 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)

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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

5MDB - Military Education and Training

5MLA - Land Operations (General)

5. Desirable Qualifications

a. Professional Experience

Experience in NATO training and exercise planning.

b. Education/Training

- NATO Comprehensive Operations Planning Course (COPC) (JPL-OP-3555) provided by NATO - School Oberammergau (NSO)
- ACQ Combat Readiness Evaluation (CREVAL) Course for Land Forces (ETEEV-3801) provided by NATO - School Oberammergau (NSO)
- NATO Exercise Planning Course (EPC) (ETE-CT-21180) provided by NATO - School Oberammergau (NSO)
- NATO Orientation Course (ETE-MW-3834) provided by NATO – School Oberammergau (NSO)

c. Language

See Above

6. Attributes/Competencies

a. Personal Attributes

Personal Attributes: 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

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both technical and nontechnical audiences. Facilitates collaboration between stakeholders who share common objectives.

Initiative and high work standards, original thought and an imaginative approach should characterize the individual charged with proposing solutions for attracting candidates and for dealing with evolving requirements.

The incumbent must be able to analyse the responses and behaviour of candidates in order to identify their strong and weak points and to rank them according to their adequacy for the respective post.

Inter-personal sensitivity and strong communication skills, both oral and written, maturity, poise, tact, firmness and persuasion are crucial to successful performance of duties, which involve extensive interaction with a wide range of interlocutors.

Must also be able to handle concurrent commitments with short time suspense dates, thus requiring decisiveness and high tolerance for stress.

The incumbent must display motivation, initiative, identification with management objectives, and capabilities for planning, organising, coordinating and controlling a variety of activities with short deadlines

Must also be able to handle concurrent commitments with short time suspense dates, thus requiring decisiveness and high tolerance for stress

b. Professional Contacts:

Co-ordination with all staff agencies within the Land Command HQ, AGO, ACT, MCC, ACC and NFS Commands In line with the new Training Model.

c. Contribution To Objectives:

The incumbent is required to engage across the HQ (routinely up to Branch Head and as required to AGOS level) and across NATO command structures and force structures to ensure the readiness of the HQ in all its functions.

d. Supervisory Responsibilities

There are no reporting responsibilities.

e. Position Reporting

This post reports to:

OLC PTEC 0010 - Section Head (Training and Exercise) - OF-4

This post does not deputize anybody.

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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.

Note on the Special Allowance: The granting of a temporary and pensionable special allowance equivalent of 100% of the basic salary is applicable on a monthly basis as from 1 January 2024, until a long-term solution is proposed for the salaries of A and L grades in Türkiye.

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.

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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 \(nato.int\)](https://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: [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.

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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 Pretrained 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.