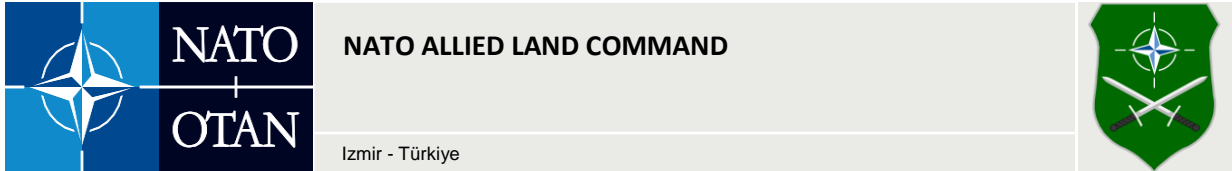


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Job/Post Title: Staff Officer (Training, Exercise and Evaluation)

Abbreviated Title: Deputy Branch Hd (Training, Exercise & Evaluation)

Job/Post Number: OLC PTEX 1010

Division: G7 Division

Clearance Level: NATO SECRET

NATO Grade: A2/G15

Basic Salary+ Special Allowance: 176,981.24 (see Section 7 for further information)

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

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

Closing Date: 4 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 (TREX) 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

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entities and assigned forces in order to achieve the required capabilities to fulfil LANDCOM mission.

The Deputy Branch Head (Training, Exercise and Evaluation) assists the formulating in ref to the NFM of training and exercises, plans, policies and procedures in close co-ordination with ACQ, ACT and NFS commands. The incumbent is also responsible for supporting the coordination and monitoring of the execution of Training, Exercises and Evaluations.

2. Principal Duties

The incumbent's duties are:

- Ensure the 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.
- Directly responsible, alongside with the Branch Head, for developing resourcing and managing training and exercises, plans, policies and procedures in close co-ordination with all staff agencies within the Land Command HQ, ACO, ACT, MCC, ACC and NFS commands.
- Support SHAPE in the Education Training, Exercise and Evaluation (ETEE) review process and development of the NATO Military Training and Exercise Programme (MTEP).
- 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.
- Supports the coherence of the overseeing and management of the Training, Exercise, Evaluation program and helps ensure that the sections and branch activities support COM LANDCOM's mission and priorities. Assists the Branch Head in directing and controlling the work of approximately 40 military and non-military personnel.
- Contributes to concepts and formulates plans and participates in the formulation of policies and procedures to advise the G7 on all training and exercises matters.
- Represents LANDCOM HQ and coordinates training and exercises activities with superior, adjacent and appropriate national headquarters.
- Supports the provision of conclusions from training and exercises and makes appropriate recommendations for improvements and amendments to policy and future activities.
- Provides long term advisory and keeps long term knowledge on NATO Military Training, Exercises and Combat readiness Evaluations.

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- Provides preliminary analysis supporting decision-making process on specific matters related to Training, Exercise and Evaluations.
- Directs the preparation of studies and reports as requested by the Command Group.

3. Special Requirements and Additional Duties

The incumbent 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 be required to undertake TOY assignments both within and without NATO's boundaries and be willing to work unsocial hours.

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

a. Professional/Experience

(1) 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 takes some responsibility for driving own development.

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(2) 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 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)

NOTE: The work both oral and written in this post and in this Headquarters as a whole is conducted mainly in English.

5. Desirable Qualifications

a. Education/training

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- ACQ Combat Readiness Evaluation (CREVAL) Course for Land Forces (ETE-EV-3801) provided by NATO - School Oberammergau (NSO)
- NATO Exercise Planning Course (EPC) (ETE-CT-21180) provided by NATO – School Oberammergau (NSO)

6. Attributes/Competencies

Personal Attributes: The range of personal attributes required for this post are very demanding and exacting, but without them, the function will fail. Foremost, an analytical mind is needed to identify and evaluate complex and competing issues and that can develop imaginative yet still pragmatic solutions. Inter-personal skills must also be highly developed. The post holder will be working in an international community where different cultural values and styles exist. The holder will need to be able to work successfully with staff at all levels of the organisation, from the lower ranks during the work up to the highest levels when presenting findings and recommendations. This requires tact; judgement and agility. The post demands high standards of personal and professional behaviour along with moral courage to deliver honest reports to leadership. The holder will operate in evaluation teams with a degree of autonomy and will need to be able to present persuasive and cogent arguments at the appropriate level. Excellent communication skills are also a premium asset. Being a team player is vital.

Professional Contacts: The Individual will be required to advise and reflect on matters pertaining to the Training Exercise and Evaluation plans, procedures and in the Joint Operational Area across the HQ and JFCs.

Contribution To Objectives: Performs highly complex work activities covering operational, technical, financial and quality aspects. Contributes to the implementation of operational effects and aims.

There are no reporting responsibilities.

This post reports to:

OLC PTEX 0010 - Branch Head (Training, Exercise and Evaluation) - OF-4

This post deputises:

OLC PTEX 0010 - Branch Head (Training, Exercise and Evaluation) - OF-4.

This post is not deputised by anybody.

7. Additional Information

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

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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.

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).

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.

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.

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.

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

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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://www.nato.int/landcom/history)

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)

NOTICE:

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.