



Due to the significant volume of recruitment being undertaken by Joint Force Training Centre (JFTC) the processing time for applications will take longer than normal. Once you have submitted your application please ensure that you have received a TALEO/NTAP acknowledgement email, which is your proof that your application has been submitted. After this you will be contacted in due course by our recruitment team with further information on the status of your application, but please note that this may not be for several weeks after the vacancy notice closes.

JFTC VACANCY NOTICE

Job Number: 210521

System Engineer (CAX Planner)

Applications are now invited for the position of System Engineer (CAX Planner) at the **Joint Force Training Centre (JFTC)** located in Bydgoszcz, Poland.

NATO Grade **15** (former A-2)

Applications must be made on line (please type Job Number 210521):

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

Closing Date for applications: **25 August 2021**

Location: Bydgoszcz, Poland

- **Notes for candidates:** The candidature of NATO redundant staff at Grade A-2 / Grade 15 will be considered before any other candidates. Applicants who are not successful in this competition may be offered an appointment to another post of a similar nature, albeit at the same or a lower grade, provided they meet the necessary requirements.
- **Notes for NATO Civilian Human Resources Managers:** if you have qualified redundant staff at grade A-2 / Grade 15, please advise JFTC Civilian Human Resources 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 **PLN 17,338.75*** per month (tax-free). Additional allowances may apply depending on the personal circumstances of the successful candidate. For further details see *NATO Terms & Conditions of Employment* on the JFTC internet website: www.jftc.nato.int.

For any queries, please contact the JFTC Recruitment Team at: civ.recruitment@jftc.nato.int

* **Salary value as per 2021. Subject to future adjustments in accordance with North Atlantic Council decisions**

If you are an experienced **System Engineer (CAX Planner)**, looking to join a dynamic team working in a multi-national environment, the JFTC would be interested in hearing from you.

Post Context

The Joint Force Training Centre supports Warfare Development, contribute to concept development and maintenance of joint doctrine and standards while coordinating the integration of experimentation, capability development, and interoperability to improve NATO's interoperability, capabilities, and operational effectiveness.

The Training Division (TD) ensures the ability to deliver combined and joint training, both static and distributed as well as single- and multi-echelon, for tactical and operational level headquarters, staffs and forces over the full spectrum of NATO operations, from Pre-Deployment Training for current operations, Corps and Army level exercise at the Operational level and Joint Force Command Level Exercises.

The Training Support Branch ensures availability of the JFTC technical platform in support of the JFTC Programme of Work (POW), to include communications and exercise support systems at JFTC and in support of the execution of static and distributed as well as single- and multi-echelon training, tests and experiments.

The Modelling and Simulation Section (M&S) Section coordinates and provides CAX support at JFTC for static and distributed as well as single- and multi-echelon training, experiments, and tests. This includes planning for the maintenance and improvement of the technical environment, and the delivery of the CAX infrastructure.

This is one of four Systems Engineers (CAX) Planners that lead and support the delivery of CAX support to deliver exercises and training at JFTC.

Reports to: TFC TTSE 0010 - Section Head (Modeling & Simulation) - OF-3

Principal Duties: The incumbent's duties are:

1. a. Provides CAX planning support to event project teams.
2. b. Participates in model evaluation(s) and tests to verify model functionality and identifies areas requiring adaptation.
3. c. In collaboration with modelling experts, developers and JFTC SMEs, develop proposals for model modifications.
4. d. Participates in CAX support tools operational authority boards.
5. e. Participates in the exercise planning and preparation process.
6. f. Configures the selected model for a given scenario with the necessary simulation processes and user accounts.
7. g. Coordinates with other exercise planners on the C4 systems that will be used during an exercise and on the information flow requirements.
8. h. Coordinates with the C4 Section to ensure suitable allocation of hardware to simulation functions and processes.
9. i. Provides C4 Section with updated versions of simulations and CAX tools for installation.
10. j. Coordinates with C4 Section on architecture for exercise and on intended connectivity arrangements and performance requirements.
11. k. Provides C4 Section with requirements regarding versions of simulation systems and interfaces to functional and C2 systems.
12. l. Provides feedback analysis to model developers, MEL/MIL developers, service providers and exercise planners.
13. m. Coordinates and organises the maintenance of CAX hardware, software and networking environment for exercise preparation, conduct and analysis.

- 14.n. Plans an effective set of C2 interfaces to enable the CAX environment to exchange data with C2 systems.
- 15.o. Advises EXCON staff on M&S–related topics during exercise execution.
- 16.p. Prepares, organises and conducts CAX training of exercise control staff.
- 17.q. Manages modifications to CAX environment during the execution of an exercise.
- 18.r. Provides simulation helpdesk support to EXCON personnel during the execution of an exercise.
- 19.s. Identifies and validates future modelling and simulation requirements and liaise with the NATO and national bodies to contribute modelling and simulation research and development efforts.
- 20.t. Acts as the knowledge base within JFTC for M&S / CAX capabilities and limitations.

Special Requirements and Additional Duties

Lessons Learned (LL) is an integrated part of all activities. LL requests, planning, creation, collection, staffing and handling in accordance with the NATO LL Process as an integrated part of any activity.

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

- a. Flexibility Clause: In order for the command to deal with emergent requirements the incumbent may be required to perform other related duties as directed (in particular, the incumbent can expect to work as a member of Working Groups, Project Teams, etc. for defined periods of time).
- b. Annual TDY Requirement: The incumbent may be required to undertake Temporary Duty (TDY) and/or travel within and outside NATO's boundaries for up to 65 days per year.
- c. This post has been identified as a candidate to fill a Crisis Establishment post as part of tiered reinforcement plans.
- d. Represent the JFTC in NATO and International Modelling and Simulation related working groups' meetings, conferences, workshops and events.
- e. Attends training courses/seminars to maintain functional and professional competence in the field of Modelling and Simulation, Information Technology and Management.

Personnel are expected to conduct themselves in accordance with the current NATO Code of Conduct agreed by the North Atlantic Council (NAC), and thus display the core values of integrity, impartiality, loyalty, accountability, and professionalism.

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

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. Four years' experience in the planning, preparation, and execution of computer assisted exercises; knowledge of the theory, methodology and technologies pertaining to computer assisted exercises
3. Four years' experience in using computer simulation systems to establish a synthetic exercise environment.
4. Two years' experience in relational data base management systems.
5. Two years' experience utilizing network technologies and protocols in a business environment (e.g. SMTP e-mail, Web servers, proxy servers, TCP/IP suite, Web browsers, DNS).
6. Two years' experience in developing technical policy level documents.
7. University Degree or equivalent in computer science, engineering, or related subject, or Higher Secondary Education.
8. Ability to communicate clearly and effectively, both orally and in writing, in technical and non-technical areas with technicians and non-technical managers in an often-stressful environment.

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.

Desirable Qualifications

1. Masters' degree in computer science, operations research, or related subject, and at least five years of relevant experience.
2. To meet organisational requirements, the incumbent attends training courses/seminars to maintain functional qualifications in the subject field of service and build future professional capability.
3. Experience in software design or computer programming in a high level language.
4. Knowledge of NATO IS and networks.
5. Knowledge and experience with Joint Conflict and Tactical Simulation, Joint Theatre Level Simulation and Virtual Battle Space models.
6. Knowledge of military functions, units, systems and modes of operation at the tactical and operational level of warfare.
7. Supervisory experience in a technical field. Current knowledge of emerging Modelling & Simulation technologies.
8. Previous relevant experience in an international organisation, preferably NATO.

Work Environment

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