



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 - 241884

System Engineer (CAX Planner)

Applications are now invited for the position of **System Engineer (CAX Planner)**, post number TFC ETMM 0050, NATO grade **A-2/G15**, at the Joint Force Training Centre (JFTC) located in Bydgoszcz, Poland.

Applications must be made on line:

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

Closing Date for applications: **19 January 2025**

Location: Bydgoszcz, Poland

Notes for candidates:

The candidature of NATO redundant staff at grade G15 will be considered with priority.

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/G15, 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 (effective 01 January 2025) is **22,276.06 PLN** 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 at: civ.recruitment@jftc.nato.int

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

Post Context

The Joint Force Training Centre supports Warfare Development, contributing 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 and Exercise Enabling Division (TEED) enables training and exercises, and warfare development events. Likewise, the Division provides the basis for the Joint Force Training Centre's engagement with Allied Command Transformation Doctrine validation activities. The Division also maintains the JFTC's analysis and lessons learned capability for both training/exercise/experimentation and institutional improvement.

The Command, Control, Communications & Computers and Modeling and Simulation (C4/MS) Branch ensures availability of the JFTC technical platform in support of the JFTC core business and 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, exercises, tests and experiments.

The Modeling and Simulation Section (MS) Section is responsible for Computer Assisted Exercise (CAX) and simulation support to combined and joint, single and multi-echelon training and exercises in a static or distributed environment for tactical and operational-level headquarters, staffs, and forces across the full spectrum of Alliance operations; and, supports testing and experimentation. 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: Section Head (M&S) - OF-3

Principal Duties:

The incumbent's duties are:

- a. Provides CAX planning support to event project teams.
- b. Participates in model evaluation(s) and tests to verify model functionality and identifies areas requiring adaptation.
- c. In collaboration with modelling experts, developers and JFTC SMEs, develop proposals for model modifications.
- d. Participates in CAX support tools operational authority boards.
- e. Participates in the exercise planning and preparation process.
- f. Configures the selected model for a given scenario with the necessary simulation processes and user accounts.
- g. Coordinates with other exercise planners on the C4 systems that will be used during an exercise and on the information flow requirements.
- h. Coordinates with the C4 Section to ensure suitable allocation of hardware to simulation functions and processes.
- i. Provides C4 Section with updated versions of simulations and CAX tools for installation.
- j. Coordinates with C4 Section on architecture for exercise and on intended connectivity arrangements and performance requirements.
- k. Provides C4 Section with requirements regarding versions of simulation systems and interfaces to functional and C2 systems.
- l. Provides feedback analysis to model developers, MEL/MIL developers, service providers and exercise planners.
- m. Coordinates and organises the maintenance of CAX hardware, software and networking environment for exercise preparation, conduct and analysis.
- n. Plans an effective set of C2 interfaces to enable the CAX environment to exchange data with C2 systems.
- o. Advises EXCON staff on M&S-related topics during exercise execution.

- p. Prepares, organises and conducts CAX training of exercise control staff.
- q. Manages modifications to CAX environment during the execution of an exercise.
- r. Provides simulation helpdesk support to EXCON personnel during the execution of an exercise.
- 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.
- t. Acts as the knowledge base within JFTC for M&S / CAX capabilities and limitations.

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

- 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. 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
2. Four years' experience in using computer simulation systems to establish a synthetic exercise environment.
3. Two years' experience in relational data base management systems.
4. 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).
5. Two years' experience in developing technical policy level documents.
6. University Degree or equivalent in computer science, engineering, or related subject or Higher Secondary Education.

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.

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

Professional Experience

1. Experience in software design or computer programming in a high level language.

2. Knowledge of NATO IS and networks.
3. Knowledge and experience with Joint Conflict and Tactical Simulation, Joint Theatre Level Simulation and Virtual Battle Space models.
4. Knowledge of military functions, units, systems and modes of operation at the tactical and operational level of warfare.
5. Supervisory experience in a technical field. Current knowledge of emerging Modelling & Simulation technologies.
6. Previous relevant experience in an international organisation, preferably NATO.

Education/Training

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.

Attributes/Competencies

Personal Attributes: The incumbent must be able to work as a member of a team with broad technical skills. A pro-active approach will be important to assess, identify and address problems with the modelling & simulation environment before they critically impact on users. Incumbent will require a capacity to analyse the training requirements and translate those requirements into modelling & simulation requirements. The incumbent must be able to work under pressure and still produce high quality results. Ability to communicate effectively orally and in writing with good briefing skills.

Managerial Responsibilities: Fulfilling all Contracting Officer Technical Representative (COTR) tasks related to direct subordinated contractors and technical delivery, this includes ensuring the completion and recording of COTR cost estimates, invoices, final accounts and project reports on contracted support to give JFTC the basis for payment.

Professional Contacts: The incumbent is responsible for the coordination and cooperation of work with the other section of the branch, and other divisions of JFTC. Regular contact with staff concerned with related or similar efforts in headquarters and agencies such as ACO, ACT, NCIA, national simulation centres and private scientific and industrial organizations.

Contribution To Objectives: Indirectly impacts the ability of JFTC staff to achieve overall objectives. This post contributes significantly to the availability and accessibility of Modelling & Simulation systems in use at remote (from the JFTC).

Supervisory Responsibilities: Dependent on requirements may be required to direct and supervise the work priorities of an ad-hoc or permanent team within the functional area.