



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 231334

System Engineer (CAX Planner)

Applications are now invited for the position of **System Engineer (CAX Planner)** 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: **13 December 2023**

Location: Bydgoszcz, Poland

- **Notes for candidates:** The candidature of NATO redundant staff at grade A-2/G15 will be considered before any other candidates.
- **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 February 2023) is **21,844.78 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 (Computer Assisted Exercise 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 (Modeling & Simulation)

Principal Duties: He/she will

- 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, develops 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. Leads, 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.

Authority to make decisions within the assigned sub-functional area. Such decisions should be also coordinated within the functional area of JFTC and with the same sub-functional area in lateral, subordinate and superior HQs. Such decisions may affect the commitment of the command within NATO to a course of action.

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. University Degree or equivalent in computer science, engineering, or related subject or Higher Secondary Education.
3. 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.
4. Four years' experience in using computer simulation systems to establish a synthetic exercise environment.

5. Two years' experience in relational data base management systems.
6. 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).
7. Two years' experience in developing technical policy level documents.

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. Up-to-date 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.
- **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 Directs and supervises the work priorities of a CAX Planning Team, providing professional guidance and instruction to the staff of the organisational element. Provides general guidance and advice within the assigned sub-functional area. Dependent on requirements may be required to direct and supervise the work priorities of one or more JFTC multifunctional teams.

There are no reporting responsibilities.

Work Environment

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