

	<p>NATO AEW&C PROGRAMME MANAGEMENT AGENCY</p> <p>NOTIFICATION OF VACANCY</p>
Post Title	System Test Officer
Post Number	PSE13
Duty Location	Brunssum, The Netherlands
NATO Grade	G17 / A3
Nation	NU
Division/Office	Programme Support Division
Branch/Section	Evaluation Branch
Clearance	NATO Secret (NS)
Manages/Supervises (no. of staff)	n.a. (directly/indirectely)
Closing Date	Wednesday 23 April 2025
Point of Contact	Human Resources & General Services Office recruitment@napma.nato.int
Application Details	<p>A NAPMA Application Form of any applicant should be forwarded by email to recruitment@napma.nato.int. The application form can be downloaded at www.napma.nato.int.</p> <p>NAPMA can only employ nations from the NAPMO Nations for this position. Applications should be supported by the member of the NAPMO Board of Directors of the respective nation.</p>

1. POST SUMMARY

NAPMA is a NATO Agency responsible to plan, acquire, and deliver improvements to and support the sustainment of the NATO AEW&C capabilities, while ensuring technical airworthiness, following the guidance of the NAPMO Nations.

Within the Agency and specifically in the Programme Support Division, the System Test Officer puts in place Test Manager activities to include planning, coordinating and managing developmental, operational and production acceptance testing for the FLEP and Airborne Communications efforts, ensuring adequate contractor test planning and execution to support requirements validation.

2. PRINCIPAL DUTIES

The System Test Officer is responsible to the Chief Evaluation Branch (PSE01) for the following duties:

- Test Manager activities to include planning, coordinating and managing developmental, operational and production acceptance testing for the NATO E-3A aircraft and associated ground support assets;

NATO UNCLASSIFIED

- Ensuring adequate contractor test planning and execution to support requirements validation;
- Developing and executing government test plans, scenarios and scripts to support verification;
- Performing duties as Test Director: authoring/approving test plans & procedures, executing test scripts, analyzing test results, generating/approving test reports;
- Performing independent verification of technical specifications by analysis of test results;
- Allocating operational and technical requirements to specific developmental and test efforts;
- Developing Verification Cross Reference Matrices for hardware and software development and system-level integration requirements;
- Assessing evaluation events for requirements compliance and traceability;
- Establishing, leading and implementing corrective action processes required to successfully resolve deficiencies identified in developmental and operational evaluations and assessments;
- Monitoring contractor conducted T&E, production, kitproofing and retrofit test programmes consisting of development test, engineering, regression, qualification, factory and acceptance testing of both hardware and software;
- Coordinating on contract change proposals and providing test expertise to ensure the proposals include adequate provisions for developmental and operational testing;
- Providing operational expertise on NE-3A functionality and mission operations to contractor to guide implementation of requirements;
- Reviewing verification plans and data packages in support of airworthiness and AIMS certification;
- Developing operational test scenarios for assessment, test, and acceptance activities, and coordinating the test resources required to support these scenarios.

3. SPECIAL REQUIREMENTS AND ADDITIONAL DUTIES

The incumbent may be required to perform other related duties as directed.

4. ESSENTIAL QUALIFICATIONS AND EXPERIENCE

Qualifications:

- A university degree in engineering or related discipline (or the equivalent in working experience).
- Documented knowledge of military acquisition practices, test policies, directives and regulations or completion of Defense Acquisition University (DAU) Online Courses TST 102, Fundamentals of Test and Evaluation, and ACQ 101, Fundamentals of Systems Acquisition Management, within 180 days of contract start date.

Experience:

- At least 5 years experience as Test Director for managing, planning, conducting and reporting of test and acceptance activities.
- Experience with airborne C2 platforms and datalink testing and/or operations.
- Current and qualified for flight test operations or able to get current and qualified within 90 days (e.g., National Physiological Training, NATO E-3A Egress Training and FAA Class 3 Physical or National equivalent). Flight currency must be maintained during the entire contract period.

NATO UNCLASSIFIED

NATO UNCLASSIFIED

5. DESIRABLE QUALIFICATIONS AND EXPERIENCE

- Working experience in multi-national programmes.
- Knowledge and experience with airborne communications, Ground Entry Points and network control stations employment.
- Familiarization with NATO E-3A systems.
- Experience with Quality Assurance processes and techniques.
- At least 3 years operational experience as an airborne mission crew member in the NE-3A Mid-Term configuration.
- Experience with acquisition and/or testing of E-3 systems.
- Experience with Enterprise Resource Planning (ERP) systems or equivalent.

6. ATTRIBUTES / INTERRELATIONSHIPS

All NAPMA 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 ability to establish and maintain excellent working relationships at all levels in a multicultural context and with respect for diversity.
- Excellent interpersonal and team working skills with the ability to interact and communicate at all levels within NAPMA as well as with the Force.
- The ability to work in a changing, developing and demanding environment.

7. LANGUAGE REQUIREMENTS

Must be fluent in one of the two NATO official languages; some knowledge of the other is desirable. However, the work in NAPMA, both oral and written, is conducted in English.

8. REMARKS

This grade could be a head of a section or cell, and should be a competent administrator and manager or possess a high degree of technical/specialist expertise. There should be managerial /supervisory duties, although these could take the form of project management. This grade is expected to show the capability to generate ideas, process complex information accurately, provide direct supervision, give advice within their area of expertise, have sound communication skills and the ability to respond quickly to challenges within their functional area.

Any candidate should be in possession of a NATO Secret (NS) security clearance when taking up the position.

When applying for a NAPMA vacancy, it is necessary for NAPMA to collect and process personal data about you in order to assess and evaluate your suitability for the vacancy, and (if successful) to coordinate with relevant service providers in preparation of your appointment.