



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 250154

Vacancy Number: G89/24

Post Number: OSC OIDM 1020

Job Title: Target Development Virtual Dimension Analyst

Location: Molesworth, UK

NATO Grade: G12

Basic Monthly Salary (12 x per year): 4770.40 GBP, tax free

Closing Date: Monday 3 March 2025

POST CONTEXT/POST SUMMARY

Supreme Headquarters Allied Powers Europe (SHAPE) provides an integrated Strategic Effects framework, employing a multi-domain and multi-region focus to create a 360-degree approach, with the flexibility to enable, upon direction, a seamless transition from Baseline Activities and Current Operations (BACO) up to the Maximum Level of Effort (MLE). SHAPE supports the Supreme Allied Commander Europe (SACEUR) in fulfilling his terms of reference, as directed by the North Atlantic Council.

The Operations (OPS) Directorate delivers comprehensive situational awareness, enabling the identification of crises, and supports estimates, response options and planning. In monitoring NATO's current operations, it enables SACEUR's direction and guidance to be disseminated, ensuring coherent Joint Effects, whilst providing comprehensive assessments to NATO HQ.

The J2 Division provides comprehensive advice, warning, and situational awareness to the Command Group (CG) and Allied Command Operations (ACO).

J2 Targets is responsible for the production of Target Material in support of Joint Force Command (JFC) and Single Services Command (SSC) Joint Effects efforts during Peacetime Vigilance, Crisis and Maximum Level of Effort (MLE) operations.

The Analysis Branch (AB) is responsible for the analysis and production of target materials.

The Target Development Section (TMP) is responsible for the analytical production of target folders on individual targets in support of NATO operational and exercise requirements.

PRINCIPAL DUTIES

The incumbent's duties are:

1. Producing basic and intermediate target folder products (across physical, virtual and cognitive dimensions) with special focus on Cyber and Electromagnetic Activities (CEMA) in accordance with NATO priorities, requirements and standards as tasked by the TD Section Head.
2. Provide support for integration of virtual dimension into target development process.
3. Facilitate the effective incorporation virtual dimension into target development, including NIFC fused intelligence products.
4. Provide training to J2T personnel for cyber and SIGINT matters.
5. Formulating Cyber and SIGINT related Requests for Information (RFI) and articulate specific collection requirements in support of target folder production.
6. Contributing to the continuous improvement process for Intelligence support to target material production.
7. Test, evaluate, and integrate emerging NATO tools, techniques, and procedures involving SIGINT, cyber, digital forensics, biometric, and emerging technologies.
8. Supporting the TD Section Head in doctrine, policy, process and standards revision and development, integrating virtual targeting support.
9. Establishing and maintaining a strong working relationship with other NATO, ACO, MoU organisations and national targeting organisations, in particular with the relevant personnel in each to obtain intelligence, share analysis and collaborate on the production of target material.
10. Collaborating with Imagery and Geospatial Intelligence Exploitation Section (IGES), Target system Analysis Section (TSA), Target Material Production Coordination Section (TCS) analysts in the production of target material.
11. Maintaining a close working relationship with other sections, to ensure that the J2T is aligned internally.
12. Collaborating with NIFC Targets Section personnel on the addition of Advanced Targeting inputs.
13. Lead liaison and action officer for collaboration and integration with NIFC, SHAPE SIGINT Section, SHAPE Cyber Operations Cell, SHAPE Joint Electronic Warfare Core Staff, and NATO Headquarter Joint Intelligence and Security Division on integration of intelligence support to targeting.
14. Contribute to any NATO Conference or Working Groups.
15. When tasked, supporting the production of Battle Damage Assessment (BDA) reports during operations.

16. Attend training events as required to maintain currency and improve personnel and organizational knowledge.
17. Supporting NATO School Oberammergau in the delivery of the JTIC curriculum ITD courses.

SPECIAL REQUIREMENTS AND ADDITIONAL DUTIES

1. The incumbent may be required to undertake deployments in support of military operations and exercises, and/or TDY assignments, both within and without NATO boundaries up to 180 days. The employee 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.

ESSENTIAL QUALIFICATIONS

A. Professional/Experience

- 1) Intelligence professional with experience in a national, joint, combined or NATO context.
- 2) Previous experience in Intelligence Support to Cyber functional area.
- 3) Understand intelligence analysis of cyber threats and vulnerabilities supports the targeting cycle for target development.
- 4) Experience identifying system strengths, weaknesses and vulnerabilities, as well as related leverage points and essential key elements in the cyber domain in order to support target development.

B. Education/Training

Higher Secondary education and completed higher vocational training in computer science, intelligence, criminology, police, public or business administration, administration of justice, criminal law, comparative general management, political theory, behavioural or social psychology or related discipline leading to a formal technical or professional certification with 3 years function related experience, or Secondary education and completed advanced vocational training in that discipline leading to a professional qualification or professional accreditation with 5 years post related experience.

C. Language

English - SLP 3333 - (Listening, Speaking, Reading and Writing)

DESIRABLE QUALIFICATIONS

A. Professional Experience

1. Knowledge of NATO Joint Targeting Cycle.
2. Knowledge of NATO Targeting Battle Rhythm events.
3. Knowledge of Intelligence Support to Targeting.

4. Knowledge of Joint Targeting System (JTS).

B. Education/Training

1. N3-152 “Electromagnetic Operations Course”
2. NATO Open Source Intelligence Course (INT-AS-3859) provided by NATO - School Oberammergau (NSO)
3. NATO Joint Intermediate Target Development Course (JTG-JT-31755) provided by NATO - School Oberammergau (NSO)
4. Joint Targeting System (JPL-OP-31191) provided by COE - Air Operations Centre of Excellence (AO COE)
5. Human Network Analysis and Support to Targeting (HNAT) All Source Intelligence Analyst Course (HAC) (INT-AS-31936) provided by Human Intelligence COE (HUMINT COE)
6. Malware and Exploits Essentials Course (COP-CD-31571) provided by Cooperative Cyber Defence COE (CCD COE)
7. NATO Orientation Course (ETE-MW-3834) provided by NATO - School Oberammergau (NSO)

ATTRIBUTES/COMPETENCIES

1. Personal Attributes: Adaptability, diligence, teamwork, communication, learning.
2. Professional Contacts: The incumbent is to seek out subject matter experts within NATO, MoU Organisations, SHQ and nations for discussions and negotiation on integration of cyber intelligence into target material production and cyber operations planning requirements. Will build NATO consensus on cyber standards for intelligence support to targeting.
3. Contribution to Objectives: Directly supports multi-dimension integration into intelligence support to targeting, providing increased non-kinetic action and non-lethal effect options during Multi-JOA, Multi-Domain, Multi-Dimension, Maximum Level Effort (MJD2MLE) operations.

REMARKS:

Duration of contract: The successful candidate will fill this post as a Project Related NATO International Civilian (PLN) with a three-year definite duration contract within the NATO 2030 Agenda. On expiry of this term the PLN will be deleted or absorbed into the ceiling pending approval or will exceptionally be considered for extension.

The salary will be the basic entry-level monthly salary defined by the NATO Grade of the post, which may be augmented by allowances based on the selected staff member's eligibility, and which is subject to the withholding of approximately 20% for pension and medical insurance contributions.

NATO is committed to diversity and inclusion, and strives to provide equal access to employment, advancement, and retention, independent of gender, age, nationality, ethnic origin, religion or belief, cultural background, sexual orientation, and disability. NATO welcomes applications of nationals from all member Nations.

Building integrity is a key element of NATO's core tasks. As an employer, NATO values commitment to the principles of integrity, transparency, and accountability in accordance with international norms and practices established for the defence and related security sector. Selected candidates are expected to be role models of integrity, and to promote good governance through ongoing efforts in their work.

Applicants who prove to be competent for the post but who are not successful in this competition may be offered an appointment in another post of a similar nature, which might become vacant in the near future, albeit at the same or lower grade, provided they meet the necessary requirements.

We believe that all people are capable of great things. Because of this, we encourage you to apply even if you do not meet all of the criteria listed within this job description.

HOW TO APPLY FOR A NATO CIVILIAN POST AT SHAPE:

Applications are to be submitted using NATO Talent Acquisition Platform (NTAP) (<https://nato.taleo.net/careersection/2/jobsearch.ftl?lang-en>). Applications submitted by other means (e.g. mail, e-mail, fax, etc) are not accepted.

More information to be found on these links:

[6 Tips for Applying to NATO](#)

[Application Process](#)

Shortlisted candidates will be requested to provide original documentary evidence and a set of copies supporting statements in their applications. Appointment is subject to obtaining a NS security clearance and a medical certificate.

Remarks:

- a. Only nationals from the 32 NATO member states can apply for vacancies at SHAPE.
- b. Applications are automatically acknowledged within one working day after submission. In the absence of an acknowledgement please make sure the submission process is completed, or, re-submit the application.
- c. Qualified redundant staff of the same grade interested in this post should inform this office, via their HR/Personnel Office by not later than vacancy's closing date.
- d. NATO will not accept any phase of the recruitment and selection prepared, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to Chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. NATO reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI applications may be rejected without further consideration at NATO's sole discretion, and NATO reserves the right to take further steps in such cases as appropriate.