



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 250153

Vacancy Number: G90/24

Post Number: OSC OIDT 1010

Job Title: Target Systems MJD2 Analyst

NATO Grade: G12

Basic Monthly Salary (12 x per year): 4,770.40 GBP

Closing Date: Friday 28 February 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 Support Branch (SB) is responsible for the analysis and production of target materials. The Target System Analysis Section (TSA) is responsible for the production of TSA and systemic targeting analysis for technical and military networks.

The incumbent is responsible for producing target system analysis.

PRINCIPAL DUTIES

The incumbent's duties are:

1. Production of multi-dimension perspective Target System Analyses (physical, virtual and cognitive dimensions) in accordance with NATO priorities, requirements and standards as tasked by the TSA Section Head;
2. Supports TSA Section Head in policy, doctrine, processes, concepts and standards revision;
3. Advices TSA Section Head and target system analysts on multi-dimension perspectives of TSA products;
4. Supports the translation of virtual and cognitive aspects in the Information Environment regarding entities critical capabilities, requirement and vulnerabilities in the Operation Environment (OE) for Centre of Gravity (CoG) purposes;
5. Recognizes new trends which have an effect on TSAs and develops concepts regarding new trends;
6. Contributes to internal training sessions regarding production of TSA material from a multi-dimension perspective;
7. Establishes and maintains a strong working relationship with other NATO, ACO, MoU organisations and national targeting organisations, in particular with the relevant personnel, to obtain intelligence, share analysis and collaborate on the production of TSA material from multi-dimension perspectives;
8. Contributes to relevant NATO Intel or Targeting Boards, Committees and Working Groups;
9. Contributing to relevant NATO Working Groups;
10. Supports NATO School Oberammergau or other relevant Centre's of Excellences (CoE) in the delivery of TSA related courses;
11. When tasked, supports the production of Phase 3 (systemic) Battle Damage Assessment (BDA) reports during operations;
12. Maintains a close working relationship with other sections, to ensure that the J2T is aligned internally;
13. Achieve and maintain necessary targeting qualifications and certifications to augment the TSA Section when required;
14. The incumbent produces multi-dimension perspective TSAs;
15. The incumbent advises target system analysts and TSA section head on the integration of virtual and cognitive aspects in current and future TSAs;
16. The incumbent recognizes new trends, develops new concepts and develops or updates NATO TSA policy, doctrine and SOP/ SOI;
17. The incumbent participates in multi- dimension related working groups and boards IOT advice and liaise.

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) Qualified intelligence analyst.
- 2) Professional Intelligence Operator.
- 3) Intelligence Analyst Professional with experience in a national or NATO context.
- 4) Professional analyst with experience providing Intelligence Support to Targeting in a national or NATO context.

B. Education/Training

Higher Secondary education and completed higher vocational training in 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. Qualified Intermediate target development analyst;
2. Qualified PsyOps analyst;
3. Qualified Cyber Threat analyst;

4. PsyOps / StratCom / Information Operations professional with experience in a national or NATO context;
5. Cyber operator with experience in identifying Cyber Threats or conduct offensive Cyber Operations in a National or NATO context;
6. Experience of Targeting and/or intelligence work in a joint, combined or NATO environment.

B. Education/Training

Courses:

1. Basic Intelligence Systems Core Training (BISCT) (INT-SU-36875) provided by BICES GROUP EXECUTIVE
2. NATO Joint Targeting Staff (NJTS) Course (JTG-JT-2535) provided by NATO - School Oberammergau (NSO)
3. NATO Joint Intermediate Target development Course (JTG-JT-31755) provided by NATO – School Oberammergau (NSO)

ATTRIBUTES/COMPETENCIES

1. Personal Attributes: The post holder is responsible for the analysis of complex systems using multiple sources and disciplines of intelligence. This requires the application of Critical Thinking, structured analysis, constructive thought and an imaginative approach to analysis to identify system criticalities and vulnerabilities. The incumbent must be able to work proactively and demonstrate the high level of attention to detail required to support the NATO targeting enterprise.
2. Professional Contacts: The incumbent works as part of a team of military and civilians of mixed rank, nationality and experience. The incumbent is required to work alongside other teams within SHAPE and the wider NATO targeting enterprise, inclusive of technical, planning, and operations staff. The incumbent is expected to engage daily with officers up to the OF-6 level, and on occasion deliver formal briefs to senior staff. The incumbent will regularly represent SHAPE J2T with external organisations including counterparts at NATO HQ, NIFC, and ACO commands. The incumbent will also represent SHAPE at ACO, NATO and international conferences.
3. Contribution to Objectives: The incumbent is vital to develop and maintain a professional and experienced intelligence analysis capability with the required subject matter expertise in Target System Analysis and ensuring continuity beyond rotating military personnel within the SHAPE J2T TSA team. That expertise is critical to ensure SHAPE J2T is able to produce TSA at the required standard and pace.

REMARKS:

1. Alternatively the course: JTG-JT-2535 - NATO Joint Targeting Staff (NJTS) Course can be replaced by the JTG-JT-22121 - Initial Joint Targeting (IJT) Course.
2. Also the JTG-JT-31755 - NATO Joint Intermediate Target Development (JITD) can be replaced by the JTG-JT-35694 – Joint Target Folder (JTF) Course.
3. In order to overcome possible (Job Description) system restrictions or course availability limitations at time of job description publication, the Director of SHAPE J2T may include other desirable courses not listed in paragraphs 6 to gain or maintain required qualifications.

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.