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Duty Location: **The Hague, The Netherlands**

VACANCY NOTICE

Senior Scientist (Multiple posts)

Capability Development

Production Segment – Capability Area Team 2

Grade: **A3**

Reference Number: **A3-CAT2-12-NLD**

This is a position within the NATO Communications and Information Agency (NCIA), an organization of the North Atlantic Treaty Organization (NATO);

The NCIA has been established with a view to meeting to the best advantage the collective requirements of some or all NATO nations in the fields of capability delivery and service provision related to Consultation, Command & Control as well as Communications, Information and Cyber Defence functions, thereby also facilitating the integration of Intelligence, Surveillance, Reconnaissance, Target Acquisition functions and their associated information exchange.

This post is assigned to the Production Segment, whose mission is to provide, through the Director of Production, the Directors Sponsor Accounts (DSA) and under the guidance of the Chief Technology Officer (CTO), services and products to sponsors through successful completion of contracted projects;

The incumbent will be responsible for the execution of assigned tasks in the area of Information Assurance and Cyber Defence.

Duties:

Under the direction of the Chief, Capability Area Team 2 (CAT2), but largely on own initiative, the incumbent will perform duties such as the following:

- Provide technical and professional guidance as well as contributions in the concept, development and execution of scientific and engineering projects in the area of Information Assurance. These contributions will include, but not be limited to, researching, experimenting, prototyping, trials and demonstrations, and support to operations;
- Provide technical support to major acquisition projects including, but not limited to, writing and reviewing information assurance requirements and specifications, contributing to statements of work, supporting bid; evaluations and reviewing deliverables;
- Provide Information Assurance and Cyber Defence policy and technical advice and guidance to NCI Agency Project Managers during the whole life cycle of NATO Communications Information Systems (CIS) projects (from initiation to hand-over);
- Develop and present scientific, engineering, technical and marketing information suitable for official meetings and high quality publication.
- Performs other duties as may be required.

Experience and Education:

- A university degree in computer science, computer security engineering or equivalent combination of appropriate qualifications and experience;
- Extensive and up to date knowledge in the following areas:
 - Detection of malicious activity;
 - Prevention, mitigation and termination of cyber-attacks;
 - Security Systems Integration Principles;
 - Information Security management;
 - Security requirements elicitation and analysis.
- Extensive experience (at least five years) in the following areas:

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- CIS security engineering and/or security administration;
 - Security analysis of CIS system requirements and design;
 - Deployment of security services and tools.
- Recognised track record in dealing with stakeholders, understanding their needs, problems, and requests and proposing constructive ways ahead;
 - Proactive attitude in seeking and maintaining trust from stakeholders;
 - Proven ability to communicate effectively orally and in writing with good briefing skills.

Desirable Experience and Education:

- Conversant with NATO Security policy and supporting directives;
- Practical work experience in National Security Authorities or with Computer Emergency Response Teams (CERT) on computer security incident handling;
- One of the following certifications: Certified Information Security Manager (CISM), Certified Information Systems Security Professional (CISSP) or GIAC Security;
- Prior experience of working in an international environment comprising both military and civilian elements;
- Knowledge of NATO responsibilities and organization.

Language Proficiency:

- A thorough knowledge of one of the two NATO languages, both written and spoken, is essential and some knowledge of the other is desirable.
- **NOTE:** Most of the work of the NCI Agency is conducted in the English language.

Competencies:

- Customer Focus – Is dedicated to meeting the expectations and requirements of internal and external customers; gets first-hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.
- Drive for Results – Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.
- Informing – Provides the information people need to know to do their jobs and to feel good about being a member of the team, unit, and/or the organization; provides individuals information so that they can make accurate decisions; is timely with information.
- Planning – Accurately scopes out length and difficulty of tasks and projects; sets objectives and goals; breaks down work into the process steps; develops schedules and task/people assignments; anticipates and adjusts for problems and roadblocks; measures performance against goals; evaluates results.
- Problem Solving – Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers.

Travel:

- Business travel to NATO and national (NATO and non-NATO) facilities as well as frequent travel between the NCIA offices;
- May be required to undertake duty travel to operational theatres inside and outside NATO boundaries.

Professional Contacts:

The incumbent is responsible for:

- Coordination and cooperation of work with other teams and groups within the NCI Agency;
- Establishing and maintaining internal and external contacts with other scientists and military staff concerned with related or similar efforts in agencies such as ACT, ACO, NATO, national MODs and Agencies, and private scientific and industrial organizations;

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- Managing stakeholders and sponsors from other NATO organisations as well as NATO Nations;
- Conducting negotiations on technical matters on behalf of the Agency.

Supervisory/Guidance Duties:

The incumbent shall:

- Provide professional guidance and instruction to other scientists and scientific assistant personnel;
- In co-ordination with the CAT Chief, ensure proactive collaboration and coordination with internal and external stakeholders;
- Manage resources at the work package level within a project with authority to commit funds up to a given ceiling.

Working Environment:

- Normal office environment;
- Occasionally military exercise or operations environment.

Security Clearance Level: NATO Secret

Starting Salary and Contract Offer:

- Starting basic monthly salary is 6,283.02 Euro and is exempt from income tax. Additional allowances may apply depending on the personal circumstances of the successful candidate.
- The successful candidate will be offered a contract in accordance with the NATO Civilian Personnel Regulations.

How to apply:

To apply for this position, **you must complete an application form** together with Post Requirements Form (quoting reference "A3-CAT2-12-NLD") and send it to recruitment@ncia.nato.int by close of business:

Friday, 18 January 2013.

We intend to hold interviews in the week of 25 February 2013.

- Candidates who are serving civilian members of NATO are requested to mention their telephone extension in their applications. Applications from serving civilian members of NATO should be made through the candidate's Head of Service, or through the Human Resources/Personnel Section of the NATO Body, whichever is appropriate.
- Applications from candidates who do not meet the required qualifications will not be taken into consideration.
- Please note that curriculum vitae will not be accepted, unless accompanied by a completed application form and post requirements form. Applications not submitted on the NATO application form will not be taken into consideration. NATO CI Agency application forms can be downloaded from the internet at <http://www.ncia.nato.int/Opportunities/Pages/Vacancies.aspx>