



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

VACANCY NOTICE

Principal Scientist

Capability Development – Capability Area Team 9

Grade: **A4**

Reference Number: **A4-CAT9-1181-12-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 Capability Development 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.

Duties:

The mission of CAT 9 is to provide services to sponsors which include the production activities associated with:

- Provision of unbiased scientific, technical and acquisition support in the area of NII Communications Infrastructure Services. CAT 9 will provide an overall life-cycle view to realize a coherent NATO communications and network capability essential to achieve, NATO Reaction Forces (NRF) and coalition operations in a NATO Network Enabled Capability (NNEC) environment while supporting overall Alliance C4ISR ambitions;
- The planning and provision of a resilient, robust and responsive communications infrastructure layer, as defined in the NNEC Communications Architectures (NCA) and associated Services Taxonomy. The communications infrastructure layer must facilitate the coherent end-to-end service provisioning across all service domains, e.g., the Strategic Static; Deployed and Deployable environments including mobile users, providing cost effective solutions in response to dynamic operational environments. These solutions must be able to interoperate with national capabilities to form a coherent federation-of-networks architecture while taking account of legacy systems and applications. This must be accomplished in accordance with the communications architecture associated with the Network and Information Infrastructure (NII);

Under the direction of Chief, Capability Area Team 9 (CAT 9) "NII Communications Infrastructure Services", but largely on own initiative, the incumbent will directly support the successful execution of assigned projects and perform duties such as the following:

- Serves as recognised expert and advisor to customers and potential customers on technical matters related to the core capabilities specified above,
- Assists in the preparation of technical specifications, in the evaluation of bidders proposals and the testing and acceptance of systems,
- Participates as required in the formulation of the Agency's scientific programme related to wireless (non SATCOM) technologies,
- Maintains and develops knowledge in relation to the intellectual competencies specified above,
- Gives scientific briefings and presentations; writes and/or reviews scientific papers and articles for publication,
- Plans, prepares and, where required, hosts formal and informal visits and meetings with representatives of military, civilian and industrial organisations,
- Represents the Agency, as directed, in NATO-related committees, working groups and panels, seminars, workshops, etc.,

- Performs any other duties as may be required.

Experience and Education:

- A university degree in a communications related scientific or engineering discipline, and supplemented by relevant postgraduate qualifications;
- Experience, at least eight years, covering the following technologies and disciplines:
 - Modern digital communication networking techniques, protocols and standards; communication networks specification, design and testing including IP networks;
 - HF, VHF, UHF radio communication systems design, specification, test and evaluation;
 - Security techniques in commercial or military wireless communication systems;
 - Methodologies and tools for communication networks and radio links analysis;
 - Laboratory and field trials planning, execution and evaluation of wireless networks;
 - Modern communication systems technology trends, particularly in the area of COTS products.
- Proven ability to communicate effectively in English both written and orally with good briefing skills;
- A demonstrated ability to work in, and to make a significant scientific and technical contribution to the Agency's programme of work or equivalent areas.

Desirable Experience and Education:

- Knowledge and recent experience in IP over narrowband channels;
- Proven ability to write technical documentation for wireless communication systems and services;
- Experience in managing R&D projects;
- Prior experience of working in an international environment comprising both military and civilian elements;
- Proven ability to initiate and successfully develop new business;

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 or Personal Attributes:

- 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.
- 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.
- Negotiating - Can negotiate skillfully in tough situations with both internal and external groups; can settle differences with minimum noise; can win concessions without damaging relationships; can be both direct and forceful as well as diplomatic; gains trust quickly of other parties to the negotiations; has a good sense of timing.
- 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.
- Building Effective Teams - Blends people into teams when needed; creates strong morale and spirit in his/her team; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; defines success in terms of the whole team; creates a feeling of belonging in the team.
- Directing Others - Is good at establishing clear directions; sets stretching objectives; distributes the workload appropriately; lays out work in a well-planned and organized manner; maintains two-way dialogue with others on work and results; brings out the best in people; is a clear communicator.

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- Interpersonal Savvy - Relates well to all kinds of people—up, down, and sideways, inside and outside the organization; builds appropriate rapport; builds constructive and effective relationships; uses diplomacy and tact; can diffuse even high-tension situations comfortably.
- Peer Relationships – Can quickly find common ground and solve problems for the good of all; can represent his/her own interested and yet be fair to other groups; can solve problems with peers with a minimum noise; is seen as a team player and is cooperative; easily gains trust and support of peers; encourages collaboration; can be candid with peers;

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:

- Establishing and maintaining close contacts with the sponsors of the project(s) to which he/she is assigned;
- Coordination and cooperation of work with the Directors of Sponsor Accounts (DSAs) and Chief Technology Officer groups within the NCIA, as required by project manager;
- Establishing and maintaining internal and external contacts with other scientists, project managers and military staff concerned with related or similar efforts in NATO commands and agencies such as Allied Command Operations (ACO), Allied Command Transformation, NATO Headquarters, national MODs and Agencies, and commercial and academic scientific and industry organizations;
- Act as subject matter expert to NATO committees, working groups and panels, as appropriate according to expertise.

Supervisory/Guidance Duties:

The incumbent may supervise, administer and give professional guidance to staff. (if applicable)

Working Environment: Normal office environment with opportunities for test exercises.

Security Clearance Level: NATO Cosmic Top Secret

Starting Salary and Contract Offer:

- Starting basic monthly salary is 7,302.58 Euro and is exempt from income tax. Additional allowances may apply depending on the personal circumstances of the successful candidate.
- This post is offered for an initial period of 3 years, which may be renewed for subsequent periods, subject to satisfactory performance and the need to rotate skills and talent within the Agency. Serving civilian members of NATO 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** (quoting reference “A4-CAT9-1181-12-NLD”) and send it to recruitment@ncia.nato.int by close of business:

Wednesday, 6 February 2013.

It is intended that the interviews will take place in the week of 18 March 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.

N A T O U N C L A S S I F I E D

- 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>