



JOB DESCRIPTION

Post Details:

Post Title:	Lead Engineer	Organisational Element:	NATO Infrastructure Services Centre
		Job Family:	Digital Backbone Engineering
Rank/Grade:	G20		
Military/Civilian:	Civilian	Location:	Braine l'Alleud (BEL)

Organisation context:

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

To strengthen the Alliance through connecting its forces, the NCIA delivers secure, coherent, cost effective and interoperable communications and information systems in support of consultation, command & control and enabling intelligence, surveillance and reconnaissance capabilities, for NATO, where and when required. It includes IT support to the Alliances' business processes (to include provision of IT shared services) to the NATO HQ, the Command Structure and NATO Agencies.

Organisational Element Statement of Functions:

The NATO Infrastructure Services Centre (NISC) Business Area Lead (BAL) is accountable for planning and executing the full lifecycle management activities (design, transition and operations) for the identified area of responsibility. NISC provides generic, domain independent, technical functionality that enables and facilitates the operation and use of Information Technology resources. NISC services (including: subject matter expertise; acquisition; project management, operations and maintenance; and, disposal) are provided in the following technical domains: Network Services (to include routing, switching and transmission services), infrastructure hosting, storage and processing, infrastructure networking, HW and SW management, databases and web platform services, as well as identity management. Services, are provided throughout the lifecycle to both internal and external customers in both static and deployable settings.

Job role description:

A Digital Infrastructure Principal Engineer is responsible for designing, implementing, and managing the underlying technology, software and hardware components that ensure the smooth functioning of networks, servers, storage systems, data centers and platform services, enabling seamless secure data processing

and systems reliability both for on-prem and Cloud infrastructure. They oversee the development and deployment of hardware and software systems, and are responsible for ensuring the reliability, scalability, performance, and security-by-design of the digital infrastructure to meet the organization's needs. They provide technical guidance and support to all organisational units implementing NISC services or relying on NISC services.

General Duties and Responsibilities:

Systems design

- Develops and drives adoption of and adherence to organisational policies, standards, guidelines, and methods for system design.
- Champions the importance and value of system design principles and the selection of appropriate systems design life cycle models.
- Leads system design activities for strategic, large and complex systems development programmes.
- Develops effective implementation strategies consistent with specified requirements, designs and constraints of performance and feasibility.
- Develops system design requiring the introduction of new technologies or new uses for existing technologies.

Systems integration and build

- Leads the development of organisational systems integration and build capabilities including automation and continuous integration.
- Develops organisational policies, standards, and guidelines for systems integration and build.
- Provides resources to ensure systems integration and build can operate effectively and ensures adoption and adherence to policies and standards.

IT infrastructure

- Provides technical leadership to optimise the performance of IT infrastructure.
- Investigates and manages the adoption of tools, techniques and processes (including automation) for the management of systems and services.
- Oversees the planning, installation, maintenance and acceptance of new and updated infrastructure components and infrastructure-based services.
- Aligns to service expectations, security requirements and other quality standards.
- Ensures that operational procedures and documentation are fit for purpose and kept up to date.
- Ensures that operational issues are identified, recorded, monitored and resolved.
- Provides appropriate status and other reports to specialists, users and managers.

Storage management

- Develops strategies for managing storage and data based on the level of criticality of the information.
- Ensures compliance with regulatory and security requirements.
- Aligns investments in storage management with business goals and data management policies.

Specific / Additional duties for this post:**Strategic Planning**

- Supports strategic planning efforts of the NCIA Chief Technology Officer (CTO), regarding NISC (NATO Infrastructure Services Centre) portfolio.
- Acts as the principal design liaison between the NISC leadership, the CTO, and relevant internal/external stakeholders.

Enterprise and Business Design

- Develops, maintains, and document in a structured way the NISC-wide services design to support the architecture developed by CTO.
- Advises on the best split between in-house capabilities/services and outsourced capabilities/services
- Ensures coherence and integration between outsourced industry-delivered capabilities/services and in-house capabilities/services, particularly where security-driven delivery splits are involved.
- Develops and shares architectural/design guidance, thought leadership, and innovation advocacy materials

Specialist Advice

- Provides subject matter expertise in network, datacentre, and platform services design across static and deployable environments.
- Advises project teams and senior stakeholders on design best practices and the effective application of standards and policies in line with the CTO-developed architecture.

Requirements Definition and Management

- Supports the definition and refinement of technical requirements across NISC-related projects and initiatives.
- Ensures traceability and consistency of technical requirements through the planning, design, and implementation phases.
- Contributes to the prioritization and validation of requirements in coordination with stakeholders and project teams.
- Applies design-driven thinking to align requirements with long-term capability goals and policy constraints.
- Executes the following tasks for what regards Design in the procurement of new capabilities: Develops and writes sections of Statements of Work, evaluates Industry Bids, provides for the technical supervision of contract execution by Industry, and for the acceptance of delivered capabilities.

Additional non technical duties for this post:

- Deputizes for higher-grade staff as required.
- Performs other duties as may be required in the interest of the NISC portfolio.
- Mentors and coaches junior staff and technical leads to promote architectural and design understanding and professional growth.
- Represents NISC at internal and external forums — such as conferences or workshops — delivering briefings and sharing best practices.
- Engages in professional development, including participation in professional bodies, strategic assignments, or task forces to enhance design knowledge and innovation.
- Facilitates collaboration across domains, driving knowledge exchange and joint problem-solving.
- Advises on recruitment, onboarding, and training initiatives to align staff development with design standards.

Education, Experience and Training (essential):

Education:

A Master's degree at a nationally recognised/certified University in a related discipline and 5 years post-related experience. Or a Bachelor's degree with 8 years post related experience.

Experience:

At least 5 years Extensive practical experience managing the design and implementation of the underlying technology, software and hardware components that ensure the smooth functioning of networks, hosting and platform systems, storage systems, data centers, and cloud services.

Strong communication and interpersonal skills.

Strong analytical skills and solution-oriented attitude.

Ability to provide technical guidance and support to other IT staff.

Experience leading interdisciplinary team preferably in international environment.

Training/Certifications:

Behavioural competencies:

- *Formulating Strategies and Concepts* - Works strategically to realise organisational goals; sets and develops strategies; identifies, develops positive and compelling visions of the organisation's future potential; takes account of a wide range of issues across, and related to, the organisation.
- *Entrepreneurial and Commercial Thinking* - Keeps up to date with competitor information and market trends; identifies business opportunities for the organisation; maintains awareness of developments in the organisational structure and politics; demonstrates financial awareness; controls costs and thinks in terms of profit, loss and added value.
- *Leading and Managing* - Provides others with a clear direction ; motivates and empowers others; attracts and develops staff of a high calibre ; provides staff with development opportunities and coaching; sets appropriate standards of behaviour.

Language:

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 NCIA is conducted in the English language.

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 sites and theatres inside and outside NATO boundaries.

