



Duty Location: Mons, BEL

**JOB DESCRIPTION****Senior Engineer****Network Services and IT Infrastructure – SATCOM Service Area**

Grade: G17

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.

The NCI Agency Chief Operating Officer (COO) holds the life-cycle responsibilities for all Agency projects and services, provided to the NATO Strategic Commands, NATO Nations, and other NATO organizations. The mission of the Network Services and IT Infrastructure (NSII) Service Line is to provide, through the COO, projects and services to its customers.

The Network Services and IT Infrastructure Service Line is accountable and responsible for planning and executing all lifecycle management activities for Network services and IT Infrastructure services (strategy, design, transition, operation and continuous service improvement including subject matter expertise, research and development, acquisition and logistic support) in the assigned C3 technical service areas. The SATCOM Service Area is accountable and responsible for planning and executing all lifecycle management activities for the SATCOM Elements within the Network services and IT Infrastructure services in the assigned C3 technical service areas.

**Duties:**

Under the direction of Principal SATCOM Engineer, but largely under own initiative, the incumbent will perform duties such as the following:

- Provide technical and professional contributions to the concept, development and execution of projects and scientific programmes. These contributions will include, but not limited to, writing system requirements specification documents, supporting IFB activities, prototyping and test bed applications, acceptance tests, trials and demonstrations, military exercises and operations;
- Produce, maintain and be responsible for all technical documentation and analyses required at the various stages of project lifecycle; focus on building and sharing corporate knowledge;
- Provide technical guidance and assistance to SATCOM operations team;
- Provide timely reporting to management for critical and routine activities;
- Be prime part of NATO ground station systems and terminals design, development and verification activities with primary focus on ground segment integrated systems and equipment down to component level, antennas, modems, and all associated monitor and control systems, cooperate with other NATO teams and Service Providers for the coordination and support of such activities;
- Support team and drive procurement tasks with limited oversight;
- Provide SATCOM subject matter expertise support for other service areas projects
- Co-ordinate own work with the activities of other related projects and groups within the Agency, project sponsors and national laboratories;
- Participate in the recruitment and selection of scientists and other staff, to maintain the authorized complement at the highest quality;
- Give scientific briefings and presentations; Assist in planning, preparation and hosting of formal and informal visits, meetings and conferences with representatives of military, civilian and industrial organizations;

- Perform emergency interventions as required;
- At times, manage or supervise project or functional activities while maintaining strong internal and external customer relations;
- Maintain professional proficiency, by attending training events, seminars, conferences, and symposiums;
- Perform ad hoc tasks related to SATCOM Service Area responsibilities;
- Deputize for higher grade staff, if required;
- Perform other duties as may be required.

**Experience and Education:**

- A minimum requirement of a Bachelor's degree at a nationally recognised/certified University in a related discipline (such as, Electrical and/or Electronics Engineering or Telecommunications Engineering) and 3 years post-related experience;
- Or exceptionally, the lack of a university degree may be compensated by the demonstration of a candidate's particular abilities or experience that is/are of interest to NCI Agency, that is, at least 10 years extensive and progressive expertise in duties related to the function of the post;
- At least 3 years' experience in planning, design, system engineering, procurement, implementation, operation and maintenance of SATCOM systems or Line-Of-Sight Radio Frequency (RF) based communications systems;
- Knowledge and experience in state-of-the-art technologies relevant to the work, i.e. SATCOM systems design , RF transmissions, modems , bandwidth management, network design, wireless ad-hoc networking, and familiarity with related international / commercial / military standards;
- In-depth understanding and hands-on experience for the testing of communications equipment, earth station/terminal systems. More in details:
  - In-depth understanding and experience in antenna systems (including tracking systems), transmit and receive chains, modems, electronically protected modems, network management and control, cryptographic equipment, routers, switches, GPS-disciplined frequency reference standards and associated distribution systems, fibre optic cables and other tail systems, AC power distribution equipment, Uninterrupted Power Supply (UPS) systems;
  - Experience in analysis of solution-supplier data and presentation of performance (e.g. G/T, EIRP, etc);
  - Experience in link analysis including budgets (link, transmission, etc).
- In-depth knowledge and analysis of digital principles and techniques, TCP/IP fundamentals, and telecommunications quality assurance practices;
- Strong problem solving and analytical skills;
- Experience in writing technical documents;
- Experience in analysing and commenting on documents;
- Extensive track record in the management of assigned operational, project and technical staff;
- Proven ability to communicate effectively orally, using tact and diplomacy, and in writing with good briefing skills;
- Technical leadership experience.

**Desirable Experience and Education:**

- Proven success as a team manager/leader in C4ISR acquisition projects;
- Formal qualification in project management methodologies (such as PRINCE2 or PMP) and tools (MS-Enterprise Project Management;
- ITIL Foundation Certification;
- Knowledge of NATO or national governmental acquisition policy and procurement procedures;
- Prior experience of working in an international environment comprising both military and civilian elements ;
- Knowledge of NATO responsibilities and organization, including ACO and ACT.

**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:**

- Deciding and Initiating Action - Takes responsibility for actions, projects and people; takes initiative and works under own direction; initiates and generates activity and introduces changes into work processes; makes quick, clear decisions which may include tough choices or considered risks.
- Creating and Innovating - Produces new ideas, approaches, or insights; creates innovative products or designs; produces a range of solutions to problems.
- Delivering Results and Meeting Customer Expectations - Focuses on customer needs and satisfaction; sets high standards for quality and quantity; monitors and maintains quality and productivity; works in a systematic, methodical and orderly way; consistently achieves project goals.
- Achieving Personal Work Goals and Objectives - Accepts and tackles demanding goals with enthusiasm; works hard and puts in longer hours when it is necessary; seeks progression to roles of increased responsibility and influence; identifies own development needs and makes use of developmental or training opportunities.