

Duty Location: **Mons, BEL****JOB DESCRIPTION****System Manager****Network Services and IT Infrastructure Service Line (SATCOM)**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 mission of the Network Services and IT Infrastructure (NSII) Service Line is to provide these services and products to sponsors through successful completion of contracted projects. Under the direction of the Service Owner, the SATCOM Service Area supplies the facilities, skills and competencies required for full life-cycle support of satellite communications infrastructure within NATO. Primarily connecting NATO static and deployed forces (operational and exercise communities). The incumbent of this post is responsible for the healthy state of the Electronic Protective Measures (EPM) Modem System (EMS) and Advanced SATCOM Network Monitoring System/Enhanced ASNMC Control (ASNMC/EAC) SATCOM sub-systems.

The incumbent will perform duties pertaining to the Service Management of EMS and ASNMC aspects of NATO's static and deployable SATCOM systems.

**Duties:**

Under the direction of SATCOM Operations Manager, but largely on their own initiative, the incumbent will perform duties such as the following;

- Provides real-time technical expertise to the Network Control Centre and SATCOM controllers to maintain the NATO SATCOM;
- Provides directions and advice (correcting deficiencies and monitoring the progress of corrective actions) to regional, national and other control centres and other NCIA Branches;
- Develops and conducts SATCOM Control training programs for Network Control Centre personnel;
- Participate in development and implementation of cut-over of new SATCOM projects and facilities;
- Develop procedures and tools to ensure the most economical use of space and ground resources;
- Provides technical expertise for conducting trend analysis and assessing performance of the NATO SATCOM;
- Attends committees / conferences / WGs as dictated for co-ordination;
- Managing the Radio/SATCOM component of NGCS and their interfaces with other Wide Area Network (WAN) objects and their connectivity;
- Directing engineering necessary for sustaining operations and maintenance of assigned CIS, associated networks to include network management and control systems, and supporting systems throughout their in-service life;
- Contributing to planning of interfaces/gateways to SATCOM operating in tactical communication networks and their interoperability;
- Managing system and network configuration of SATCOM and system security where applicable;
- Assessment of manpower and O&M budget requirements.

**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, Telecommunications) 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 of experience in the operation, SATCOM link planning, or maintenance of satellite ground terminals/stations or related systems such as radars or Digital Line-Of-Sight (DLLOS).
- Sound experience in:
  - Development, implementation and management of satellite power budgets in coordination with spacecraft control authorities;
  - Frequency management, including knowledge of propagation in the satellite UHF, SHF, Ku a, Ka and EHF bands, and interference analysis;
  - Antenna sub-system including: Radome, feed horn, reflector, pedestal, waveguides, tracking receiver, servo and drive equipment;
  - Transmit and receive chains including up and down converters, Low Noise Amplifiers, High Power Amplifiers;
  - MODEMs, Electronic Protected Modems (EPMs), cryptographic equipment, routers, switches, network management equipment;
  - Computer-assisted Monitor and Control System (M&CS);
  - GPS-disciplined Frequency Reference Standards and associated distribution systems;
  - In-depth knowledge of digital techniques;
  - TCP/IP fundamentals and telecommunications quality assurance practices;
  - Development, implementation, fielding, testing and maintenance of modern communications equipment;
  - Familiarity with related international / commercial / industrial standards;
  - Contingency planning and implementation.

**Desirable Experience and Education:**

- Proven success as an operational team lead and mentor;
- Technical leadership experience;
- 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 official NATO languages, both written and spoken, is essential and some knowledge of the second is desirable.
- **NOTE:** The majority of the work of the NCI Agency is conducted in the English language.

**Competencies or Personal Attributes:**

- Creating and Innovating - Produces new ideas, approaches, or insights: creates innovative products or designs; produces a range of solutions to problems.
- Planning and Organising - Sets clearly defined objectives; plans activities and projects well in advance and takes account of possible changing circumstances; identifies and organises resources needed to accomplish tasks; manages time effectively; monitors performance against deadlines and milestones.
- Adapting and Responding to Change - Adapts to changing circumstances; tolerates ambiguity; accepts new ideas and change initiatives; adapts interpersonal style to suit different people or situations; shows an interest in new experiences.
- Relating and Networking - Easily establishes good relationships with customers and staff; relates well to people at all levels; builds wide and effective networks of contacts; uses humour appropriately to bring warmth to relationships with others.