Duty Location: **The Hague, NLD**

JOB DESCRIPTION

Interoperability Engineer

Interoperability Branch
Chief Quality Office

Grade: G15

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

To strengthen the Alliance through connecting its forces, the NCI Agency 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.

The Chief Quality Office (CQO), led by the Chief Quality Officer, acts as the Agency Quality Assurance and Quality Control authority. To that end, the CQO provides the required policy, directives, processes, procedures and tools to be followed and used Agency-wide. The CQO is responsible for the Agency's Quality Management and Risk Management systems; governs testing, verification and validation; is responsible for the execution of any independent verification, validation and independent interoperability assurance; is responsible for all Agency reference environments; and, provides related services and support.

The Interoperability Branch (IO) is responsible to provide independent interoperability assurance of Agency delivered capabilities that have interoperability and/or integration requirements, including independent status reporting at executive level. This includes the activities in the scope of projects, programmes and portfolio delivering new capabilities, as well as those performed in support of the Agency Authorized Software List (A2SL) Change management process lead by Service Management and Control (SMC). It also governs interoperability assurance activities performed by NCI Agency, being responsible for the execution of any independent activities and provides the required policy, directives, processes, procedures and tools to be followed and used Agency wide for interoperability assurance. Finally, the IO branch performs interoperability assurance activities in accordance with the assigned roles and responsibilities in the corresponding directives and governance and management structures at NATO Enterprise, NATO Alliance and any Coalition were NATO participates in.

Duties:

Under the direction of Head, Interoperability Branch, the incumbent will perform duties such as the following:

−   Contribute to Interoperability assurance activities on NATO led mission networks and exercises, like Steadfast Cobalt or Coalition Warrior Interoperability Exercise (CWIX);
−   Participate in Coalition Interoperability Assurance and Validation (CIAV) Working Groups for the different initiatives, like Federated Mission Networking (FMN) or Allied Reaction Force (ARF);
−   Perform interoperability assessments for projects and cross-project, as well as for NATO Enterprise, NATO Alliance and Mission Networks;
−   Participate in interoperability testing events and leads planning and execution of events she/he is responsible for;

- Analyse complex test scenarios based on operational use cases, extract the test conditions, design tests events;
- Contribute to the management and maintenance of the Assurance, Verification and Validation (AV&V) repository, including services, service functions, test requirements, test cases and use cases;
- Contribute to the definition and report of interoperability KPIs at project, portfolio and programme level;
- Support the design, optimization and execution of interoperability Verification and Validation (V&V) processes;
- Collect results from programmes and projects and aggregate them in dashboards and reports;
- Assure traceability of interoperability requirements from portfolio to programme to project;
- Maintain necessary documentation and audit trail of all activities conducted;
- Support to NATO and the NCI Agency interoperability strategy, policies and plans, and execution;
- Ensure interoperability tools are used consistent and provide process/procedural guidance;
- Assist with recruitment of staff as required;
- 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 and 2 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 6 years extensive and progressive expertise in the duties related to the function of the post;
- At least 2 years of recent experience in interoperability events and planning and execution of test, verification and validation activities in commercial or military environments ;
- Proven experience with development of principles, assumptions, rules and guidelines to analyse, structure and classify interoperability requirements and their assessment for portfolios, programmes and projects
- Proven experience with managing external stakeholders during the execution of large or complex projects, either in commercial or military environment;
- Experience with using, designing, operating, maintaining or testing virtualized and cloud-based environments;
- Knowledge of International Software Testing Qualification Board (ISTQB) foundation principles;

Desirable Experience and Education:

- Advanced certification in the area of testing and testing management;
- Experience with NATO interoperability exercises, like CWIX or Steadfast Cobalt.
- Knowledge of the IO Toolset, Tidepedia, and JIRA;
- Proven experience with managing external stakeholders and co-workers during the execution of large complex projects, either in commercial or military environment;
- Experience testing and configuring NATO COI applications;
- Experience testing and configuring NATO Standards, like MIP, FFT, TDL, NVG, OTH-Gold, APP-11
- Experience testing and configuring Commercial standards, like BGP, IPsec, SIP, NTP, DNS, SMTP/S, LDAP/S, SAML, HTTP/S,
- Knowledge and experience in military organisations as a CIS planner;
- Working level knowledge of PowerShell, bash and python;
- 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:

Adhering to Principles and Values - Upholds ethics and values; demonstrates integrity; promotes and defends equal opportunities, builds diverse teams; encourages organisational and individual responsibility towards the community and the environment.

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.

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.

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.