



JOB DESCRIPTION

Post Details:

Post Title:	Principal Solution Architect	Organisational Element:	Command and Control Centre
		Job Family:	Enterprise Architecting & Service Engineering
Rank/Grade:	G20		
Military/Civilian:	CIV	Location:	The Hague

Organisation context:

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.

Organisational Element Statement of Functions:

The Command and Control (C2) Centre is responsible for planning and executing all lifecycle management activities (design, transition and operations) for Joint/Maritime/Land C2 services (including: subject matter expertise; research and development; software engineering; acquisition; operations and maintenance and disposal) in the following C2 Community of Interest (COI) technical service areas: Land, Maritime, Joint, Special Operations, Logistics, Medical, Military Engineering, Military Messaging, Nuclear, CBRN, Military Messaging, Situational Awareness, Operations Planning and Collective Training and Exercise Support (CTX).

Job role description:

The incumbent is responsible for envisioning, communicating, and evolving the Alliance's ability to share data and achieve interoperability, supporting NATO Digital Transformation towards a data centricity and a data-sharing environment. He/she is responsible for the alignment of business and information and communication technology at the strategic level to ensure that NCI Agency can achieve its mission and goals. To achieve this, it is necessary to describe the current and future information sharing landscape in a structured way, and based on a structured analysis recommend required changes to meet future needs and obligations. For approved change initiatives, the incumbent is responsible for adhering to the NATO Digital

Transformation strategy.

Duties and Responsibilities:

Strategic planning

- Contributes to the development of policies, standards and guidelines for strategy development and planning;
- Develops and communicates plans to drive forward the strategy and related change planning;
- Provides support and guidance to help stakeholders adhere to the approach;
- Ensures that all stakeholders are aware of the strategic management approach and timetables;
- Collates information and creates reports and insights to support strategy management processes.

Enterprise and business architecture

- Develops models and plans to drive the execution of the business strategy, taking advantage of opportunities to improve business performance;
- Contributes to creating and reviewing a systems capability strategy which meets the business's strategic requirements;
- Determines requirements and specifies effective business processes, through improvements in technology, information or data practices, organisation, roles, procedures and equipment.

Solution architecture

- Leads the development of architectures for complex solutions related to interoperability standards, frameworks, services and capabilities, ensuring consistency with agreed requirements;
- Establishes policies, principles and practices for the selection of solution architecture components;
- Manages trade-offs and balances functional, service quality and systems management requirements within a significant area of the organisation;
- Communicates proposed decisions to stakeholders;
- Coordinates and manages the target architecture across multiple projects or initiatives;
- Maintains a stable, viable architecture and ensures consistency of design and adherence to appropriate standards across multiple projects or initiatives.

Additional duties for this post:

Specialist advice

- Provides subject matter expertise in the area of interoperability standards & technology, related to metadata, semantic models, data ontologies, data catalogues, data management, data federation, data warehouses/lakes/meshes/fabrics, etc.;
- Provides organisational leadership and guidelines to promote the development and exploitation of specialist knowledge in the organisation;
- Maintains a network of recognised experts (inside and/or outside the organisation) who can deliver expert advice in relevant areas of work;
- Provides input into professional development planning across a significant part of the organisation to further the development of appropriate expertise.

Emerging technology monitoring

- Plans and leads the identification and assessment of emerging technologies and the evaluation of potential impacts, threats and opportunities;
- Creates technology roadmaps that align organisational plans with emerging technology solutions;
- Engages with, and influences, relevant stakeholders to obtain organisational commitment to technology roadmaps;
- Develops organisational guidelines for monitoring emerging technologies;
- Collaborates with internal and external parties to facilitate intelligence gathering on new and emerging technologies relevant to work.

Requirements definition and management

- Champions the importance and value of requirements management principles and selecting effective requirements management life cycle models;
- Develops organisational policies, standards, and guidelines for requirements definition and management;
- Plans and leads scoping, requirements definition and priority setting for complex, strategic programmes;
- Drives adoption of, and adherence to, policies and standards;
- Develops new methods and organisational capabilities for requirements management.

Stakeholder relationship management

- Leads the development of comprehensive stakeholder management strategies and plans;
- Builds long-term, strategic relationships with senior stakeholders (internal and external);
- Facilitates the engagement of stakeholders in support of the delivery of services and change projects;
- Acts as a single point of contact for senior stakeholders, facilitating relationships between them;
- Negotiates to ensure that stakeholders understand and agree on what will meet their needs, and that appropriate agreements are defined;
- Oversees monitoring of relationships including lessons learned and appropriate feedback;
- Leads actions to improve relations and open communications with and between stakeholders.

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:

Expert knowledge in one or more of technology domains and, ideally, military domains, specifically in the use of system integration, data modelling and significant knowledge of the others such as solution architecture.

Expertise in state-of-the-art technologies relevant to the work, including:

- Knowledge of system integration, data modelling, information processing and transfer of information;
- Knowledge of relevant international, commercial/industrial standards;
- Experience in capturing, analysis and specification of system and functional performance requirements for integrated C2 capabilities and architectures.

Extensive experience leading and monitoring the development of information sharing architectures, ensuring consistency with specified requirement;

Extensive experience leading the implementation of ICT specific projects for alignment with relevant architectures and roadmap;

Extensive experience managing strategic relationships with senior stakeholders (internal and external);

Proven ability to apply analytical and systems thinking to complex problems.

Proven ability to moderate architecture related discussions with multi-disciplinary teams;

Proven ability to communicate effectively orally and in writing, with good briefing skills.

Training/Certifications:

Specific work related training/certification will be provided when hired, and not essential for qualifying for the post.

Education, Experience and Training (desirable):

Education:

N/A

Experience:

Strong knowledge and experience with various middleware platforms and solutions such as Apache Kafka and data pipelines;

Sound knowledge and experience in use of XSLT, XML/JSON, Altova Mapforce or similar technologies for interoperability purposes;

Knowledge of military symbology and military information exchange standards;

Prior experience of working in an international environment comprising both military and civilian elements;

Knowledge of NATO responsibilities and organization, including ACO and ACT.

Training/Certifications:

The Open Group Architecture Framework (TOGAF) Training and certification;

NATO Architecture Framework (NAF) Training and certification.

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 NCI Agency is conducted in the English language.