



JOB DESCRIPTION

Post Details:

Post Title:	Engineer GIS	Organisational Element:	JISRC
		Profession:	Digital Backbone Engineering
Rank/Grade:	G15		
		Location:	The Hague, NLD

Organization 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 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.

Organizational Element Statement of Functions:

This post is assigned to the Joint Intelligence, Surveillance and Reconnaissance (JISR) Centre within the Agency, where the responsibility rests for accomplishing the full life cycle of assigned JISR services. NCI Agency operations are underscored by the organization's core values and vision to be an essential, one-team contributor to NATO success. The Agency is an innovative and trusted Alliance partner and achieves its short- and long-term goals and objectives through the application of strategy-focused organizational principles, to which this post is directly linked.

The GeoMetOc Services Branch within the JISR Centre is responsible for the full lifecycle support of the Core Geographic Information System (CoreGIS) Application Service that provides both ACO customers as well as NATO Nations. With a suite of data, services and products that ensure all phases of military operations are conducted on the same spatial reference. The CoreGIS Application Service is Commercial of the Shelf (COTS) based and uses the Esri ArcGIS software product suite in a NATO-specific configuration.

Job role description:

The Engineer GIS will provide Subject Matter Expertise (SME) advice and support the Joint Intelligence Surveillance Reconnaissance Centre (JISRC) / Geospatial Meteorological and Oceanographic (GeoMetOc) Services Branch in the areas of Geospatial data production/processing as well as GIS training delivery.

Duties and Responsibilities:

Under the direction of the JISR Centre Chief and the GeoMetOc Services Branch Head, the incumbent will perform duties such as the following:

Technical activities:

- Develop and maintain solid knowledge of state-of-the-art Geo/GIS systems and provide Subject Matter Expertise (SME) in the area of concept development as well as testing and implementation of methodologies for map production according to NATO standards.
- Perform Geospatial data processing/optimization and management activities for Command, Control, Communications, Computers, Intelligence, Surveillance, Reconnaissance (C4ISR)/NATO Core Geographic Information Systems (GIS) consumption. This is to be performed within the framework of the NATO Baseline Activity and Current Operation (BACO), emerging crisis and NATO (Contingency) planning, collective defence, training and exercises. It comprises activities, such as: processing and management of seamless, multi resolution Geospatial Information (GI), both vector and raster, as a key enabler for supporting NATO's situational awareness and information superiority over multiple Joint Operating Areas (JOAs).
- Support the activities involved in the NATO Designated Geospatial Information (DesGI) data preparation in support of the Allied Response Forces (ARF) cycle for the C4ISR systems. This includes:
 - Perform quality assessment, processing and management of geospatial data and products in compliance with NATO standards.
 - Convert geospatial data from a wide range of sources to defined standards.
 - Design and implement methods and procedures to format national, commercial, and open geospatial datasets for seamless usage by NATO C4ISR systems. This includes both the necessary data processing to ensure the datasets are compatible with these systems as well as their distribution to NATO Nations. Additionally, it involves conducting testing to validate data interoperability within these systems.
 - Assist in the concept development, implementation and management of GIS production workflows.
 - Develop of Quality Assurance (QA) and Quality Control (QC) procedures for GIS/mapping processing and data management workflows.
 - Perform quality control of geospatial information of various types against agreed technical specifications.
 - Create raster tile basemaps based on different tiling schemas.
- Support the maintenance of the NCIA geospatial data processing facility.
- Assist on the technical component of data acquisition.
- Support the JISRC/GeoMetOc training Branch coordinator in the development of customised GIS training packages in order to fulfil identified NATO GIS training needs.
- Support the delivery of NATO GIS training programs at the NCI Academy.
- Performs other duties, as may be required.

Team management:

Under the direction of the JISR Centre Chief and the GeoMetOc Services Branch Head, but largely on his/her own initiative, the incumbent will:

- Provide management and technical guidance to the contractors working on the NATO DesGI Data processing activities.
- Support the development and tutoring of G14 staff and below as an integral part of career development.
- Deputize for higher-grade staff, as required.

Education, Experience and Training (essential):**Education:**

A minimum requirement of a Bachelor's degree at a nationally recognised/certified University in the area of Geospatial Sciences or related field and 2 years post-related experience. Alternatively, 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 duties related to the function of the post.

Experience:

- At least 3 years professional experience in project coordination and management of GIS teams dedicated to map production and data management.
- At least 3 years professional experience in the area of geospatial data management.
- Minimum 3-year experience on the ESRI Enterprise SW Suite including desktop and server components used for geospatial data production and maintenance.
- Experience in the development and implementation of Quality Assurance (QA) as well as Quality Control (QC) procedures applied to the area of GIS data management.
- Experience (within the past 3 years) in the development of standard operating procedures, and/or capturing user requirements related to GIS data processing/production/maintenance activities.
- Solid knowledge on most common GIS data formats.
- Experience in processing various geospatial data types and formats including conversion to others.
- Experience in the execution, modification and enhancement of python scripts relevant to geospatial data production and management.
- Familiarity with topographic map standards and ability to read understand, and create all map components.
- Solid knowledge of Microsoft Excel.
- Excellent spoken and written English communication and presentation skills.

Education, Experience and Training (desirable):

- Knowledge on ArcGIS Enterprise, namely creating and maintaining basemaps and operational services.
- Knowledge of NATO geospatial policy, standards and procedures.
- Experience in the delivery of GIS training programs.
- Prior experience of working in an international environment comprising both military and civilian elements.
- Knowledge of NATO responsibilities and organization, including Allied Command Operations (ACO) and Allied Command Transformation (ACT).

Behavioral competencies:

- *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.
- *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.

- *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.
- *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.

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.