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Duty Location: **Brussels (BE)**

JOB DESCRIPTION

Chief Data Officer

NATO Communications and Information Agency (NCIA)

To strengthen the Alliance through connecting its forces, the NCIA 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 Data Officer (CDO) leads the Agency's data, AI and operational information agenda. The role brings together military domain expertise and advanced technology to ensure information is leveraged as a strategic asset. The role provides the specialist knowledge that informs how capabilities are designed, integrated and employed across the NATO enterprise.

Through its responsibility for data governance, operational analysis, standards, and segment, solution and data architectures, the CDO serves as a key design authority for the NATO enterprise. The role ensures services are built on consistent technical foundations, maximises the value of data and AI, and protects information in line with legal and security policy.

As a member of the Agency Executive Leadership Team, the incumbent helps ensure data, AI and operational information are a key enabler for mission success, interoperability and Alliance transformation.

Duties:

Under the direction of General Manager, the incumbent will perform duties to include the following:

Leadership

- Embody and role model the NCIA culture principles of Customer First, Together and Impact.
- Lead with the customer at the centre of every decision, build bridges across organizational pillars and drive delivery with the ownership and pace the mission demands.
- Provide strategic and actionable direction in support of NCIA strategic and operational initiatives.

NATO UNCLASSIFIED

Page A-1

- Ensure optimal utilization of available resources, prioritizing speed, agility and decisiveness, to meet the commitments of the Agency in the conduct of its work.
- Build, maintain and strengthen relations with internal and external stakeholders, modelling collaborative, customer-first behaviours, to optimally mobilise resources and commitments in support of relevant NCIA strategic priorities.
- Build and lead a cohesive, multicultural and multidisciplinary team, promoting excellence, the highest professional standards and create psychologically safe work environments that enable managers and staff to develop their full potential.
- Establish and maintain high-level working relationships with leadership across the NCIA and the NATO Enterprise to efficiently deliver and cooperate on corporate initiatives through trust and alignment.
- Lead, motivate and contribute to the professional development and performance management of Agency staff, holding oneself and others accountable for delivery and high-quality work within set deadlines, efficient working methods and a constructive working atmosphere.
- Represent the NCIA, as required, in Agency Governance Bodies, committees, meetings and conferences to promote NCIA interests and strategic goals.

Enterprise data governance

- Defines the enterprise data strategy, vision and roadmap. Establishes the data governance framework.
- Defines and enforces standards for data ownership, stewardship, quality, metadata, master data, reference data, ontologies and lifecycle management including ensuring they are fit for AI usage.
- Responsible for governing AI-ready data, analytic products, and model lifecycle controls.
- Oversee data quality management, issue resolution, root-cause analysis, and continuous improvement.
- Governance of the use of data science and machine learning approaches within the Agency.
- Develop and maintain cataloguing, lineage, discoverability, and authoritative data management arrangements.
- Ensure compliance with security, privacy, classification, retention, records management, and information assurance requirements.
- Report on data maturity, governance effectiveness, and delivery against the data roadmap.

Operational and mission data architecture

- Defines data architecture principles that support mission use, resilience, distributed operations, multidomain operations and data sharing from enterprise to edge.
- Own the target data architecture for both internal business data and operational C4ISR/cyber-defence data, contributing to the overall Enterprise Architecture.

- Centre of expertise within the Agency for NATO's operational C4ISR data and workflows, translating raw data into informed and reliable military situational awareness and decision making.
- Responsible for the architecture of data platforms, analytic pipelines, and AI exploitation of mission systems data.
- Works with operational users, capability managers, architects, and system owners to ensure data supports military workflows and decision-making.
- Specifies data models, interfaces, and semantic structures that enable consistent use across systems and domains.
- Develops data science and analytics capability, including skills, tools, methods, and operating models.
- Ensures data architecture supports command-and-control processes, situational awareness, planning, targeting, sustainment, and operational reporting.
- Promotes reusable, modular, and scalable data architecture patterns across programmes and platforms.
- Ensures data design supports the full capability lifecycle, from concept and acquisition through in-service support and disposal.

Interoperability and coalition data policy

- Enforces interoperability standards for joint, multinational, and coalition environments.
 - Defines data exchange rules, shared vocabularies, and semantic alignment needed for multinational information sharing.
 - Ensures analytics and AI outputs remain interoperable, shareable, and standards-based across multinational environments.
 - Coordinates data architecture and policy with Allies, partners, industry, and internal stakeholders.
 - Ensures systems are designed to exchange data securely and consistently across organisational and national boundaries.
 - Supports federated interoperability approaches that reduce duplication while preserving sovereignty and security constraints.
 - Ensures procurement and delivery programmes include interoperability requirements, conformance criteria, and testable data obligations.
- Oversees interface and data-sharing standards so that systems remain interoperable over time, not just at initial delivery.

Experience and Education:

- A Master's degree at a nationally recognised/certified University in Business Management or a relevant related discipline and 15 years post-related experience. Alternatively, a Bachelor's degree with 20 years post related experience;
- Extensive experience, at the executive management level, involving leading and managing change in a dynamic technical organisation. Such experience should encompass:

- Proven leadership of large, multidisciplinary data organizations (e.g. data engineering, analytics, governance, AI teams).
- Proven ability to define and execute a comprehensive enterprise data strategy aligned to organizational goals.
- Track record delivering data transformation programs (e.g. data modernization, cloud data platforms, data democratization.)
- Experience evolving organizations from data silos to integrated, enterprise-wide data ecosystems.
- Deep experience designing and implementing enterprise data governance frameworks.
- Strong understanding of data quality management, metadata, lineage, and stewardship models.
- Experience establishing and scaling data operating models (centralized, federated, or hybrid).
- Proven track record aligning data functions with business domains.
- Strong understanding of modern data architectures and platforms, including:
 - Cloud-based data platforms
 - Data integration and pipelines
 - APIs and real-time data processing
- Experience working closely with CIO and enterprise architecture functions.
- Business change management experience in large geographically dispersed organisations.
- Knowledge of State-of-the-art project and programme management processes, procedures and tools, including risk management, benefits realisation, stakeholder management.
- Proven ability to effectively communicate orally and in writing, with exceptional briefing skills.
- Proven experience in innovation and transformation processes.
- Proven experience conducting relations at senior level and within a political decision-making environment.
- Proven experience in managing large, diverse and multidisciplinary teams, successfully employing modern, inspirational leadership practices.

Desirable Experience and Education:

- Knowledge and experience involving the development, management, acquisition and/ or implementation of major communications, computer, command and control, or intelligence (C4I) systems and/ or programmes.
- 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).

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 NCIA is conducted in the English language.

Competencies or Personal Attributes:

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.

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.

Entrepreneurial Thinking: Keeps up to date with best practice and industry trends; identifies business opportunities for the organization; maintains awareness of developments both internally and externally; demonstrates financial awareness; controls costs and thinks in terms of gains, losses and added value.

Adhering to principles & values: Upholds ethics and values; demonstrates integrity; promotes and defends equal opportunities, builds diverse teams; encourages organizational and individual responsibility towards the community and the environment.

Relating & 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 & responding to change: Adapts to changing circumstances; thrives in conditions of ambiguity; accepts new ideas and change initiatives; adapts interpersonal style to suit different people or situations; shows an interest in new experiences.

Formulating strategies & concepts: Works strategically to realise organizational goals; sets and develops strategies; identifies, develops positive and compelling visions of the organization's future; takes account of a wide range of issues across, and related to, the organization.