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Analyst Programmer-180772

Primary Location Netherlands-The Hague
NATO Body NATO Communications and Information Agency (NCI Agency)
Schedule Full-time
Salary (Pay Basis) : 5,667.94Euro (EUR) Monthly
Grade A.2

Description:

3000 people are working 24/7 to protect approximately 1 billion citizens. We serve 29 nations by defending its networks, and providing real life support to NATO operations and missions. We connect the Alliance. We are leading IT professionals. **We are the NCI Agency.**

The NCI Agency is looking for a talented Analyst Programmer. You will be playing a crucial role in designing software modules and software interfaces, including human-machine interfaces and implementing software designs in either Java, "C" or Ada. Thus, if you possess MSc in Information Technology, experience and genuine interest in programming languages such as "Java", "Ada" and "C, **we would like to meet you!**

The Directorate Air Missile Defence Command & Control (AMDC2) ensures the harmonized planning, implementation, deployment evolution and support of the Air Command and Control System (ACCS) and other Air Command & Control (AirC2) and Ballistic Missile Defence (BMD) assigned programmes, in a way that satisfies the operational requirements and minimizes the military risk, taking into account the NATO political, economic and schedule requirements and using the most suitable industrial and technological solutions. The Directorate is the procurement and implementation body of the NCI Agency, charged with the effective planning, execution, delivery into Service, evolution and through-life logistic support of NATO's AirC2 / BMD systems and assigned national AirC2 systems.

Within the Directorate AMDC2, the NATO Programming Centre (NPC) contributes to the full life cycle of AMDC2 systems providing efficient and effective in-service support for designated systems and services. COMNPC is directly responsible for the management and control of the CRC System Interface (CSI) Section. The CSI Section provides full system support for the products and services assigned to it through the CSI partnership. The CSI Section is tasked and reports to the CSI / Multi-AEGIS Site Emulator (MASE) Cooperative Workshare Arrangement (MCWSA) Boards established under der CSI Memorandum of Understanding (MoU).

Role Responsibilities

Under the direction of Head CSI Section, you will perform duties such as the following:

- Design software modules and software interfaces, including human-machine interfaces, according to specified software requirements and within given external constraints. These constraints include the system architecture, system design and also quality, safety and security rules and standards.
- Implement software designs in either Java, "C" or Ada.
- Test and document software changes to new baselines.
- Provide technical advice on system requirements, architecture and design internally to other Agency elements and, in particular, to the Product Managers and to support product risk management.
- Maintain an in-depth knowledge at system level of the supported products with emphasis on system /software architecture.
- Evaluate user change requests (formulated through Engineering Change Proposals (ECP), or other relevant documents) at system architecture level.
- Participate in peer reviews of software requirements, architecture, design, source code and respective documentation and follow up on the results.
- Perform feasibility studies, prototyping and software modelling, as required.
- Liaise with the Customer Service Desk (CSD) on problem troubleshooting, resolution and provide second-line support, as required.
- Provides report and presentations related to the products being maintained, as required.
- Prepare demonstrations in support of User Group Meetings, as required.
- Maintain a high level of expertise in the technical areas above and stay abreast of system engineering techniques.
- Deputize for higher grade staff, as required.
- Perform other duties, as required.

Person Specification

We are looking for candidates with a Master of Science (MSc) degree or a Bachelor of Science (BSc) degree at a nationally recognised/certified University in a technical subject with substantial Information Technology (IT) content, or exceptionally, the lack of a university/college degree may be compensated by at least 10 years extensive and progressive expertise in the duties related to the function of the post.

Experience Required

In addition to at least 2 years post related experience (Masters Degree) or 4 years post related experience (Bachelors Degree) we also require knowledge of networking, digital communication (LAN / WAN) standards and techniques, and extensive experience of at least two of the following programming languages: "Java", "Ada" and "C with experience of developing real-time software solutions.

The following will be considered as an advantage

- Experience in the software design, development and maintenance of NATO Air Defence (AD) systems; military data links operations/technical/procedures (e.g. Link 1, Link 11, Link 11B, Link 16 and Link 22).

Competencies Required

We are looking for a person who demonstrates the following behavioural competencies:

- Presenting and Communicating Information - Speaks fluently; expresses opinions, information and key points of an argument clearly; makes presentations and undertakes public speaking with skill and confidence; responds quickly to the needs of an audience and to their reactions and feedback; projects credibility.
- Writing and Reporting - Writes convincingly; writes clearly, succinctly and correctly; avoids the unnecessary use of jargon or complicated language; writes in a well-structured and logical way; structures information to meet the needs and understanding of the intended audience.
- Applying Expertise and Technology - Applies specialist and detailed technical expertise; uses technology to achieve work objectives; develops job knowledge and expertise (theoretical and practical) through continual professional development; demonstrates an understanding of different organisational departments and functions.
- Learning and Researching - Rapidly learns new tasks and commits information to memory quickly; demonstrates an immediate understanding of newly presented information; gathers comprehensive information to support decision making; encourages an organisational learning approach (i.e. learns from successes and failures and seeks staff and customer feedback)
- Following Instructions and Procedures - Appropriately follows instructions from others without unnecessarily challenging authority; follows procedures and policies; keeps to schedules; arrives punctually for work and meetings; demonstrates commitment to the organisation; complies with legal obligations and safety requirements of the role.
- Coping with Pressures and Setbacks - Maintains a positive outlook at work; works productively in a pressurised environment; keeps emotions under control during difficult situations; handles criticism well and learns from it; balances the demands of a work life and a personal life.
- Achieving Personal Work Goals and Objectives - Accepts and tackles demanding goals with enthusiasm; works hard and puts in longer hours when it is necessary; seeks progression to roles of increased responsibility and influence; identifies own development needs and makes use of developmental or training opportunities.

Travel

- Business travel to NATO and national (NATO and non-NATO) facilities as well as frequent travel between the NCI Agency offices;

- May be required to undertake duty travel to operational theatres inside and outside NATO boundaries.

Language Skills

- 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.

Contract

NCI Agency normally offers contracts of employment of a definite duration, not exceeding three years. Contracts may be for less than three years as required to support short-term projects, meet uncertainty with respect to the business outlook, staff performance and other factors.

Definite duration contracts may be extended for further periods. When extending contracts, the following is taken into consideration:

- Renewal is in the interest of the Agency.
- Staff member's desire to remain with the Agency.
- The financial situation provides sufficient funding for the post held.
- The skills, competencies and behaviours, potential and work experience of the staff, versus the requirements of the Agency's work and/or availability of funding.
- Staff member has served the Agency with performance to the required standard as defined by the Agency,
- Staff member's deployability to operational theatre.

Serving civilian members of NATO will be offered a contract in accordance with the NATO Civilian Personnel Regulations.

The first six months of definite duration contracts are a probationary period. During this period the staff member's work is assessed to ensure that he/she has the ability to carry out the duties of the post. At or before the end of the probationary period, the staff member will be notified in writing that the appointment is confirmed or terminated or, in exceptional cases, that the probationary period is extended.

What do we offer?

Excellent tax-free salary, including (where eligible) expatriation household and children's allowances and additional privileges for expatriate staff.

- Education allowance for children (where appropriate) and an excellent private health insurance scheme;
- Generous annual leave and home leave (if eligible).
- Retirement Pension Plan.

To learn more about NCI Agency and our work, please visit our website.

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