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Engineer (Software)-180785

Primary Location Netherlands-The Hague

NATO Body NATO Communications and Information Agency (NCI Agency)

Schedule Full-time

Salary (Pay Basis) : 5,405.37Euro (EUR) Monthly

Grade A.2

Description:

The Command and Control Service Line of the NCI Agency is looking for a **Software Engineer**. Do you have interest in one of the Command and Control domains? Do you have experience in development, operation, administration, testing and maintenance of software for modern IT systems in a networked, distributed and production application environment? Can you work as a part of the team, as well as manage technical staff?

Role responsibilities

As an Engineer (Software), you will be assigned to the Command and Control (C2) Service Line. The C2 Service Line's area of work includes Command & Control Information Systems such as; Land, Maritime, CBRN, Hydrological, Meteorological and Oceanographic domains, Collaboration Services, Interoperability Systems and Solutions, Missile Defence, Operations Planning and Reporting, Joint and Time Sensitive Targeting and Situational Awareness including Common Operational Picture.

Under the supervision of a project manager or service manager, but largely on your own initiative, you will perform duties such as the following:

- Analysis, design, implementation and maintenance of applications software and the integration/tailoring of vendor supplied components, following established procedures for quality, configuration control, testing, documentation and security;
- Lead the transition of systems and services to the operational environment;
- Provide expeditious technical support services to the NATO Functional Area Services including emergency troubleshooting and on-site assistance (at NATO and national sites) to ensure key information systems remain operational;
- Support the development of new NATO capabilities by capturing and validating user requirements;

- Test software using technologies and methods to support the full software lifecycle;
- Be responsible for the maintenance and upgrading of the documentation of software applications;
- Prepare and give briefings and presentations related to your projects;
- Supervise technical staff and contractors in your area of work;

You will also be responsible for:

- Liaison as required with system operational authorities in NATO, and with national POCs.
- Ensuring that customer relationships are managed through proactive rapid customer communication;
- Coordination and cooperation with other Service Lines and organizational elements.

Qualifications required:

You will be required to have a university degree in Engineering, Operations Research, Computer Sciences, or related discipline, preferably equivalent to a Master's degree and supplemented by relevant postgraduate qualifications.

Experience required:

In addition to at least 2 years of experience in design, programming and testing of software for modern IT systems in a networked, distributed and production application environment, you will have practical experience in several (but not necessarily all) of the following areas:

- Proven software design and programming on a high-level programming platform such as Java or .NET
- Both traditional and cloud-oriented modern application stacks
- Service-oriented and micro-service architectures
- Automation at all steps of software construction, from integration, testing, releasing to deployment and infrastructure management
- Agile software development
- Experience with Microsoft Windows, (experience with Linux a plus)
- Experience using web servers such as IIS or Apache;
- Relational database management including backups, archiving and replication;

Ideally, you will also have experience in:

- Containers, their orchestration and automation
- HTML5 frontend development
- Scripting and/or software testing frameworks
- Cross-domain information exchange methodologies, tools and techniques;

Competencies required:

Working with People - Shows respect for the views and contributions of other team members; shows empathy; listens, supports and cares for others; consults others and shares information and expertise with them; builds team spirit and reconciles conflict; adapts to the team and fits in well.

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.

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.

Creating and Innovating - Produces new ideas, approaches, or insights; creates innovative products or designs; produces a range of solutions to problems

Leading and Supervising - Provides others with a clear direction; motivates and empowers others; recruits staff of a high calibre; provides staff with development opportunities and coaching; sets appropriate standards of behaviour.

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

Travel

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

Language skills

Most of the work of the NCI Agency is conducted in the English language, and therefore a thorough knowledge of English, both written and spoken, is essential.

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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