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Principal Engineer (Integration & Test)-180788

Primary Location Netherlands-The Hague

NATO Body NATO Communications and Information Agency (NCI Agency)

Schedule Full-time

Salary (Pay Basis) : 8,127.10Euro (EUR) Monthly

Grade A.4

Description:

This is a position within the NATO Communications and Information Agency (NCI Agency), an organization of the North Atlantic Treaty Organization (NATO).

The NCI Agency is made up of teams of dedicated people from 29 different nations who are technology experts in their chosen fields. Our collective role is to help protect the lives of 1 billion people and contribute to maintaining world peace.

The NCI Agency is looking for a talented Principal Engineer (Integration & Test)

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 of AMDC2 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.

The Integration and Test Branch (ITB) is responsible for the direction and management of the activities related to the Verification, Integration, Service Transition and support to Operational Validation and Acceptance of the Systems of Systems architecture and requirements for the BMD programme. ITB is responsible for the development of the BMD test strategy, the development of the architecture verification requirements in coordination with the AMDC2 systems engineering Branch, and the planning and conducting of interoperability and integration tests between NATO and National IAMD systems. The BMD test activities are supported by the Integration Test Bed (ITB) that provides the test environment for the conduct of system tests, interoperability tests, operationalisation tests and support to exercises and operational validation and acceptance.

Role Responsibilities

Under the direction of the Chief ITB, you will perform duties such as the following:

- Responsible for the development and maintenance of Ballistic Missile Defence (BMD)/Integrated Air and Missile Defence (IAMD) detailed requirements definition, allocation of requirements verification requirements, conduct of tests and integration of national assets to achieve an effective BMD and, more generally, IAMD capability for NATO;
- Provide professional and technical contribution in the conception, development and co-ordination related to all aspects of verification, test, integration and validation of missile defence systems in an overall BMD capability;
- Undertake modelling and simulation activity associated with integration of NATO and National early warning, weapon and BMC3I systems in support of NATO BMD implementation and acquisition activities;
- Develop and maintain NATO C2 System-of-Systems tests requirements and design the verification methods for NATO BMC3I and national surveillance and weapon systems integration into the NATO BMD architecture;
- Develop test plans and schedules, execution of test events, and report of test results including the evaluation of tests and verification of the BMD architecture requirements;
- Manage test projects, plan and execute tests plan, according to available requirements, schedules and resources. Evaluate test results and contribute to corrective actions as the NATO BMD architecture achieves progressively increased levels of capability;
- Undertake tests to verify the integration of NATO and national BMD efforts on the operational NATO and National networks including engineering simulations, end to end system-wide verifications and validation tests, and, as required, support for use by NATO Military Authorities for training and for exercising NATO BMD capabilities;
- Support the NATO Strategic Commands in their BMD Architecture Operational Validation and Operational Acceptance;
- Plan the deployment of the transitional architectures between the fielded operational baseline and the final architecture;
- Schedule, plan, prepare, execute and report on the test results for NATO C2 capabilities and interoperability tests on the operational network to support BMD Service Transition;
- Co-ordinate activities with BMD stakeholders internal and external to the NCI Agency, including Nations and the Operational community;
- Coordinate the approach to facilitate the operational transition of the newly fielded BMD capabilities;
- Deputize for higher grade staff, if required;
- Perform any other duties as may be 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 related subject or exceptionally, the lack of a degree may be compensated by a lower academic qualification combined with the demonstration of particular abilities or experience of relevance to this post, or with a military experience in the related subject and 15 years post related experience.

Experience Required

In addition to 8 years of experience (Masters Degree) or 10 years of experience (Bachelors Degree) in the duties related to the function of the post, we also require the following:

- Extensive experience in test, integration and interoperability activities for complex defence and CIS systems;
- Extensive knowledge of BMD architecture, the planning, tasking and mission execution functions and supporting interoperability protocols;
- Knowledge of NATO interoperability standards and standardisation agreements with specific focus on Joint Range Extender / Link16 and ADatP-3 / APP-11(C) / Message Text Formats;
- Knowledge of current and planned national missile defence systems and BMC3I concepts.
- Extensive experience in development and/or acquisition of missile defence systems, battle management command and control system components, interceptor system components, surveillance system components or in distributed interactive network simulations related to the BMD components listed above

The following will be considered as an advantage

- A thorough appreciation of the operational use of missile defence associated with a wider understanding of Command and Control (C2) for Theatre Missile Defence and C2 decision-making and data processing;
- Project management knowledge and experience including direct experience in the field of technical management;
- Knowledge of the AirC2, ACCS, Bi-SC Automated Information Systems, NATO General Purpose Communications Systems and their requirements formulation and implementation processes;
- Past operational or technical operational experience in the C3 domain;
- Experience of working in NATO fora related to the topic;
- Prior experience of working in an international environment comprising both military and civilian elements;
- Knowledge of NATO responsibilities and organization, including ACO and ACT.

Competencies Required

We are looking for a person who demonstrates the following behavioural 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.

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.

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;

Relating and 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.

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.

Persuading and Influencing - Gains clear agreement and commitment from others by persuading, convincing and negotiating; makes effective use of political processes to influence and persuade others; promotes ideas on behalf of oneself or others; makes a strong personal impact on others; takes care to manage one's impression on others.

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.

Travel

Business travel to NATO and national (NATO and non-NATO) facilities as well as frequent travel between the NCIA 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.

Supervisory/Guidance Duties

You may give professional guidance to staff

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](#).

Please note: Due to the Agency's transition into a new structure in the near future, this post may be subject to transfer to one of our other locations, as well as to a change of reporting lines. The final decision will be made at the time of a firm offer.

The Agency's recruitment team advises you that due to the large volume of applications it receives the screening process may take up to 2 months.

We appreciate your patience.

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