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## Principal Scientist-180258

**Primary Location** Belgium-Brussels

**NATO Body** NATO Communications and Information Agency (NCI Agency)

**Schedule** Full-time

**Salary (Pay Basis)** : 7,693.25Euro (EUR) Monthly

**Grade** A.4

### Description:

The NCI Agency is currently seeking a Principal Scientist to work within our Joint Intelligence, Surveillance and Reconnaissance (JISR) Service Line based in Brussels, Belgium.

The JISR Service Line Chief is accountable to the Director of Application Services for facilitating interoperability within the NATO JISR COI and with Nations. For planning and executing all lifecycle management within the activities for JISR services to include: strategy; policy; process and application/capability design; implementation; acquisition; transition; operation and improvement for JISR; Electronic Warfare (EW); Geospatial and Space COI Services; that includes subject matter expertise; research and development; software engineering; acquisition and service operations in the following areas, as defined in the C3 Technical Services Taxonomy: JISR Computation; JISR Information; EW ; Geospatial.

The Electronic Warfare Service Branch is responsible for the full life cycle aspects of EW Information and Computing services associated with EW Functional Services, and associated Emitter analysis.

### Role responsibilities:

Under the direction of Head Joint Intelligence, Surveillance and Reconnaissance Service Line (JISR SL), you will perform duties such as the following:

- Initiate, plan, execute, manage and complete Electronic Warfare (EW) and Sensor related projects within the portfolio of the Service Line JISR according to PRINCE II project management principles;
- Contribute to planning and co-ordinating scientific, programmatic, financial and business development activities related to project responsibilities;
- Supervise project staff to ensure project milestones, adherence to technical standards, project milestones and financial goals are met;

- Participate in the recruitment and selection of scientists and other staff and provide support to performance appraisals;
- Contribute to internal NATO CI Agency management change initiatives as required by JISR SL management;
- Provide technical support to various stages of ongoing projects. These contributions will support, but not be limited to, EW and sensors and systems modelling, concept development, research, experimentation, testing, prototyping and test bedding, laboratory trials and demonstrations, verifications and validations activities, support to systems acquisition, and relevant military exercises and operations;
- Within a team, support the assessment of capabilities of existing and national intelligence, surveillance and reconnaissance (ISR) sensors or systems or potential future concepts. Provide expertise in areas of data dissemination, data processing, target tracking and identification, fusion, particularly in the context of a network enabled capability;
- Analyse, review and assist in developing relevant ISR processes, procedures, doctrine, policy and appropriate Standardization Agreements (STANAGs); Participate in relevant ISR technical and operational NATO working groups and bodies;
- Serve as recognised expert and advisor to customers and potential customers on technical matters related to the ISR core capabilities such as EW, sensors and systems, data dissemination, data processing and ISR processes, procedures and standards;
- Maintain and develop knowledge in relation to the intellectual competencies required for assigned projects;
- Manage project work with the activities of related projects both inside and outside of the Agency;
- Give project and technical briefings and presentations; write and/or review technical papers and articles for publication or support such activities;
- Plan, prepare and host formal and informal visits and meetings with representatives of military, civilian and industrial organisations;
- Represent the Agency, as directed, in NATO-related committees, working groups and panels, seminars, workshops, and external bodies etc.;
- Deputize for higher grade staff;
- Performs other duties as may be required.

#### Person specification

##### Qualifications required:

We are looking for a candidate with a Master of Science (MSc) degree at a nationally recognised/certified University in telecommunication systems, electronic engineering, physics or an electronics related scientific or engineering discipline, with 8 years post related experience;

Or a Bachelor of Science (BSc) degree at a nationally recognised/certified University in a related subject with 10 years post related experience;

Or exceptionally, the lack of a degree may be compensated by a lower academic qualification combined with the demonstration of particular abilities or experience (15 years) of relevance to this post.

##### Experience required:

In addition to at least 8 years of relevant experience, you will have:

- Analytical capability and knowledge of concepts and technologies in areas such as system analysis, terrestrial and space communication systems, sensor networking and management, Radio Frequency (RF) systems, data processing, and military Communication and Command and Control systems;
- Recent and proven experience and sound knowledge and expertise in Electronic Warfare (EW) or Sensor Systems; and additionally at least one of the following areas: sensor networks, tactical data links, combat communication systems, satellite communications, counter improvised explosive device (CIED) systems, navigation systems, target identification systems, air traffic control technologies;
- Recent and proven experience (at least three years) in dealing with military organisations; including requirements capture and refinement, and successful delivery of expertise or systems.
- Proven experience in progressively responsible roles.

##### Desirable Experience:

The ideal candidate will possess some or all of the following:

- Practical experience in:

- Operational management, employment and/or coordination of JISR systems;
- JISR doctrine, policy, processes and procedures;
- JISR Standardization Agreements (STANAGs);
- Test, experimentation, trials and system development;
- Technical supervisory experience;
- Experience of providing technical expertise to military C4ISR systems acquisition projects, supporting; system requirements capture, stakeholder guidance and management, and development of Concept of Operations (CONOPS);
- Experience and training in formal project management methods, preferably the "PRINCE II" methodology;
- Knowledge of NATO or national governmental acquisition policy and procurement procedures;
- Adaptability for travel and ad hoc tasking;
- Experience in customer-funding environments;
- 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:

*Adhering to Principles and 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.

*Delivering Results and Meet 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.

*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 organization; complies with legal obligations and safety requirements of the role.

*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.

*Planning and Organizing* - Sets clearly defined objectives; plans activities and projects well in advance and takes account of possible changing circumstances; identifies and organizes resources needed to accomplish tasks; manages time effectively; monitors performance against deadlines and milestones.

*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.

*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.

**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.

**Professional Contacts:**

You will be responsible for:

- Management, co-ordination and cooperation of work with other staff within the Service Line and other organizational elements within the NCI Agency;
- Establishing and maintaining internal and external contacts with other scientists and military staff concerned with related or similar efforts in agencies such as ACO, ACT, NATO, national MODs, laboratories, external international bodies and private scientific and industrial organizations;
- Acting as member on NATO/ACO/STO committees, working groups and panels, as appropriate according to available expertise.

**Supervisory/Guidance Duties:**

You will be responsible for:

- Planning, execution and supervision of assigned project staff to ensure technical standards, project milestones and financial goals are met;
- Provide specialist advice to other staff members on matters concerning your competency area;
- Supervise assigned project staff in the execution and application of technical and scientific support methodologies and tool development activities;
- Supervise and provide guidance, when required, for external contracts;
- Support with performance appraisal of project staff.

**Working Environment**

Normal office environment.

**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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