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Principal Surveillance Engineer-180255

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:

One of NATO's key capabilities for collective defence is its ability to defend against air and missile based threats. In order to do so, the AirC2 Programme Office and Services helps NATO in building, buying and maintaining Air Command and Control systems. The AirC2 PO&S Engineering Branch ensures that this happens in a cost-effective, coherent and future-proof manner from a technical perspective by making sure that contracts, workloads and skillsets align towards a common and consistent roadmap and architecture.

To augment the team, we are looking to strengthen the System Engineering staff with a Principal System Engineer specialized in Air Surveillance in the Acquisition System Engineering Section. This section is a team of system engineering experts that systems developed together with industry are defined and executed in a way that is consistent, cost-effective, with a level of quality needed for a safety critical system, and in line with contractual and roadmap commitments.

As part of this team, you will be responsible to provide the required expertise in the military Air Surveillance and Air Space Management domains in supporting the development and extension of NATO's AirC2 systems. This will include applying Surveillance interface standards, translating operational requirements to system requirements and guiding the resulting systems through specification, development, integration, test and deployment phases.

If you have extensive experience in performing system engineering activities in these areas, are knowledgeable of the associated operational concepts and standards, and are looking forward to apply that knowledge in a challenging and dynamic international environment, then we would like to hear from you.

Role and Responsibilities

This is a position within the NATO Communications and Information Agency (NCI Agency), an organization of the North Atlantic Treaty Organization (NATO). It is part of the Air C2 Programme Office and Services, Engineering Branch, Acquisition System Engineering Section based at our offices in The Hague.

As part of the System Engineering – Acquisition Section (SYS-Acq) you will work with your colleagues to take care of system engineering activities and artefacts (such as requirements, architecture/design, implementation, test support) for AirC2 and

TMD acquisition projects.

In the specific role of Principal System Engineer (Surveillance), you will be expected to focus on Military Air Surveillance and Airspace Management as well as the associated simulation concepts, technologies and interfaces. You will ensure consistent and complaint definition of systems with respect to target detection, tracking, identification and simulation throughout the system life cycle .

You will liaise with technical and operational communities and authorities to monitor changes in operational requirements, standards and technical evolution, and you will initiate impact and concept studies to support the evolution to systems when they are needed.

Under the direction of the Head SYS-Acq, the Principal System Engineer (Surveillance) will perform the following duties:

- Ensure that the overall ACCS surveillance concept, as reflected in the ACCS specifications, is adapted to changes in technology, standards and operational requirements in future evolutions of the Integrated Air and Missile Defence (IAMD) baselines;
- Remain current in state-of-the art for NATO and national surveillance standards and systems. This includes modern airspace management, , radar data fusion, multi radar tracking and track-to-track correlation, cooperation and non-cooperation identification measures, impact of Tactical Ballistic Missile (TBM) requirements and concepts on surveillance, identification data combining processes (IDCP), and the use of standard interfaces in support of recognized air picture production centres;
- Monitor trends and evolutions in the above subject matter domains;
- Co-ordinate with operational and technical specialists in the NCI Agency to ensure coherence and comprehensiveness of AirC2 surveillance capability during definition, implementation and in service phases;
- Co-ordinate with operational users, NATO and national agencies to align, harmonize and deconflict existing capabilities with emergent Integrated Air and Missile Defence operational requirements, concepts and requirement specifications;
- Evaluate the real-time Information Exchange requirements, analyse the suitability of existing standards and perform impact assessment. Define extensions to existing standards and protocols or new ones and monitor their implementation, integration and test.
- Analyse and monitor implementation of simulation concepts and requirements (SIM bits, DDS, scenario creation and sensor models);
- Identify data definition inconsistencies between systems that exchange Surveillance data and assessing their impact on existing software;
- Support the implementation of an IAMD capability from an Air Surveillance perspective, by:
 - monitoring the execution of AirC2 PO&S contracts and studies, including advising on technical solutions and change proposals;
 - monitoring the activities of related national implementation contracts and advising host nations as required;
 - advising and participating in the integration aspects of the live testing and acceptance activities;
- Perform other duties, as required.

Person specification

Qualifications required

The successful candidate will hold a university degree, preferably equivalent to a Master's (MSc), in a technical subject with substantial Information Technology (IT) or in a related discipline;

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 Air C2 domain.

Experience required

To fill this post, we are looking for a candidate which has at least 8 years of relevant technical experience in the development of complex software-intensive real-time weapon systems. Experience should include management, analysis, design, implementation, test and installation of real-time systems and extensive experience leading and managing teams of engineers.

To do the work effectively, you would also need to show:

- A working knowledge of modern radar data processing, data fusion , tracking techniques, simulation tools, concepts and protocols;
- Knowledge of trends and evolutions in the above mentioned subject matter domains;
- A proven track record of successfully integrating ground based sensors;
- A proven ability to work successfully with military and civilian staff, industry partners, users and operational stakeholders;
- The ability to effectively organize meetings and workshops
- The ability to communicate orally and in writing, using tact and diplomacy, with good briefing and presentation skills.

Further to this, it would be considered highly desirable if you are able to display:

- Current knowledge and experience in the use of computer-based support tools;
- Knowledge of NATO ACCS design and of the NATO Organization and its procedures, including NATO or national governmental acquisition policy and procurement procedures;
- Familiarity with current and evolving capabilities and trends of real-time technology (standards, system architectures, products/vendors);
- Experience of working in an international environment comprising both military and civilian elements;
- Experience working in NATO Committee structures;
- Knowledge of NATO responsibilities and organization, including Allied Command Operations and Allied Command Transformation.

Competencies Required

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

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.

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.

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

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.

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.

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

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.

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.

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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