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Senior Capability Requirements Manager-170615

Primary Location Belgium-Brussels

NATO Body NATO Communications and Information Agency (NCI Agency)

Schedule Full-time

Salary (Pay Basis) : 6,153.80Euro (EUR) Monthly

Grade A.3

Description:

Are you a System Engineer and or a System Architect who has worked on or has experience of large scale distributed systems used in the military air command and control domain? Do you have recent experience in the capture of Capability, Operational, User and Systems requirements? Do you have knowledge or experience of Air Command and Control or Air Defence?

If the answer is Yes, This position is ideal for you.

The NATO Communications and Information (NCI) Agency is currently seeking a Senior Capability Requirements Manager to work within our Directorate Air and Missile Defence Command and Control (AMDC2), Future Requirements Section (FRS) in The Hague, The Netherlands. As the Senior Capability Requirements Manager you will be responsible for the coordination with the Military Authorities across NATO and the Alliance. You will work with the military user communities as well as with internal NCI Agency project teams in order to capture the Capability, Operational, User, System, Services and Information Exchange Requirements for both functional and non-functional areas. You will also be expected to support the development of System Specifications, prototyping and experimentation activities.

Role Requirements

This is a position within the NCI Agency, an organization of the North Atlantic Treaty Organization (NATO);

The Directorate of AMDC2, as part of the NCI Agency, ensures the harmonised planning, implementation, deployment, evolution and support of the Air Command and Control System (ACCS) and other AirC2 systems and assigned programmes across the 29 NATO Nations. This has to be done in such a way that the delivered system(s) satisfy the operational requirements whilst minimizing the military risk to routine operations and training across NATO.

As part of AMDC2, the Requirements Management Branch (RMB) liaises directly with the NATO Military Authorities and the Nations in order to manage the AirC2 portfolio, associated business plans. This Branch assesses operational needs, assures the delivery of the service to enable business continuity and to maintain the operational effectiveness of military

AirC2 capabilities.

Within RMB, the Future Requirements Section (FRS) manages and oversees the interpretation of concepts issued by NATO Military Authorities detailing how the AirC2 and Air Defence system will be used, ensuring the coherence of new requirements so as to enable the seamless evolution of the Air C2 systems throughout the entire life-cycle, and providing support as necessary. In particular, FRS manages and coordinates activities within the NCI Agency related to the harmonization of NATO Air C2 capabilities as part of the development of the NATO Integrated Air and Missile Defence System, and the NCI Agency's contribution to NATO's engagement with civilian Air Traffic Control as part of the Single European Sky Air Traffic Management Research programme.

As a Senior Capability Requirements Manager, and under the direction and supervision of the Head-FRS you will be expected to:

- Coordinate with NATO and National Military Authorities in coordination with other elements of the Directorate and the Agency ;
- Develop and maintain the requirements baseline for AirC2 capability and services;
- Support the development of future requirements to adapt existing AirC2 capability in order to synchronize on-going and planned development in order to deliver seamless AirC2 capability across NATO and in support of deployed operations across the world;
- Support the development of the necessary system specifications from a functional, non-functional, ergonomic and performance perspective in order to assess suitability for implementation and to ensure that such specifications are enforceable, traceable, and testable;
- Support prototyping and experimentation activities related to the development and interpretation of new requirements;
- Support the development of the necessary processes, procedures, and tools for requirements management;
- Provide status reports on progress, issues and risks to the various NATO Committees and Working Groups in order to manage the expectations of key stakeholders from NATO and the Nations;
- Perform other duties, as may be required.

As the Senior Capability Requirements Manager, you may be required to travel for business purposes to NATO, national (NATO and non-NATO) and some Operational facilities (Both Inside and Outside of NATO boundaries). In addition frequent travel between the NCI Agency offices in The Hague and Brussels may be required.

Person Specification

Qualifications Required

The successful candidate will hold a university degree, from a nationally recognized/certified University in a technical subject with substantial Information Technology (IT); preferably equivalent to a master's degree and supplemented by substantial relevant Information Technology qualifications.

Exceptionally, the lack of a university/college degree may be compensated by the demonstration of a candidate's particular abilities or experience that is/are of interest to NCI Agency.

Any Industry Recognized Training / Certifications in relevant areas of expertise e.g. ITIL, DOORS, Prince 2 etc. would be considered highly desirable.

Experience Required

The ideal candidate will be required to hold, as a minimum, 6 years of post-related experience of managing operational, user, capability, system or services requirements, in system engineering, and/or procuring large, complex, federated, and distributed C2 systems and be able to display proven experience and working knowledge of:

- Managing requirements baselines with existing commercial tools (such as DOORS);
- Using computer-based support tools with an emphasis on Microsoft Office, system architecture engineering, and support tools;
- Ability to effectively communicate orally and in writing, with excellent briefing skills and the ability to produce clear and concise reports.

In addition to the above qualifications and experience it would be highly desirable if you can display:

- Prior experience of working in an international environment comprising both military and civilian elements;
- Knowledge of the AirC2 systems including ACCS and AirC2 Information Services, and of the NATO Integrated Air and Missile Defence environment;
- A good understanding of the NATO Organisational structure and NATO procedures for planning, acquisition, programming and implementation of common-funded projects as well as Operation and Maintenance of these capabilities;

Competencies Required

- 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 behavior.
- 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.
- 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.
- Analysing - Analyses numerical data and all other sources of information, to break them into component parts, patterns and relationships; probes for further information or greater understanding of a problem; makes rational judgements from the available information and analysis; demonstrates an understanding of how one issue may be

a part of a much larger system.

- 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.

Languages

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 and some knowledge of French is desirable.

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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