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Senior Engineer (Integration & Test)-180789

Primary Location Netherlands-The Hague

NATO Body NATO Communications and Information Agency (NCI Agency)

Schedule Full-time

Salary (Pay Basis) : 6,992.41Euro (EUR) Monthly

Grade A.3

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 Senior Engineer (Integration & Test)
We have 2 posts, one requiring CTS Level Clearance and other NS Clearance.

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:

- Maintain and operate the NATO ITB;
- Supervise the design and development of additional ITB functionalities to support the BMD Architecture development;
- Develop associated ITB development plans, test plans and schedules, and supervise execution of test events, and report of test results;
- Supervise the development of test plans and schedules, execution of test events, and report of test results;
- Conduct tests to verify the integration of NATO and national BMD efforts, including engineering simulations, end to end system-wide verifications and validation tests, and, as required, support for use by NATO Military Authorities for cadre training and for exercising NATO BMD capabilities;
- Participate in test events, evaluate test results and verify the BMD architecture requirements;
- Develop and review results of the testing and verification of the NATO BMD system and the ITB as the NATO BMD architecture achieves progressively increased levels of capability;
- Maintain the NATO C2 System-of-Systems tests requirements verification methods through the VCRI, VCRM and OI DB databases, for NATO BMC3I requirements, and verification of Interface Control Documents (ICDs) to national contributions to the NATO BMD architecture.
- 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.
- Co-ordinate activities with BMD stakeholders internal and external to the NCI Agency, including Nations and the Operational community;
- Co-ordinate project work with the activities of related projects within the NCI Agency;
- Deputize for higher grade staff, if required.
- Performs 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 military experience in a related subject with 12 years post related experience.

Experience Required

In addition to 5 years of experience (Masters Degree) or 7 years of experience (Bachelors Degree) in the duties related to the function of the post, we also require the following:

- Extensive experience in laboratory management, IT architectures, virtualisation and CIS;
- Extensive experience in development and / or acquisition of distributed interactive network simulations, directly or indirectly related to missile defence systems, battle management command and control system components, interceptor system components, surveillance system components or elements thereof;
- Extensive experience in communications architectures and networks, and their security management;
- Extensive experience in test, integration and interoperability methodologies and activities for complex defence systems.

The following will be considered as an advantage

- Hands on experience with requirements management software such as DOORS, architecture management software such as Systems Architect, or similar products, and test management tools;
- An 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 including technical management;
- Knowledge of current and planned national missile defence systems and BMC3I concepts.
- 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.

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.

Adhering to Principles and Values - Upholds ethics and values; demonstrates integrity; promotes and defends equal opportunities, builds diverse teams; encourages organisational and individual responsibility towards the community and the environment.

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.

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.

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.

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.

Travel

Business travel throughout the NATO area of operation and national (NATO and non-NATO) facilities. 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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