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Software Engineer-180197

Primary Location Netherlands-The Hague

NATO Body NATO Communications and Information Agency (NCI Agency)

Schedule Full-time

Salary (Pay Basis) : 5,667.94Euro (EUR) Monthly

Grade A.2

Description:

Are you a Software Engineer with experience of large-scale distributed software, and have recent experience of software development and maintenance using one or more programming languages (e.g. C, C++, C#, ADA, Java)? If yes, then this position is ideal for you!

The Engineering Branch (ENB) manages, controls, guides and orchestrates all technical aspects of all AirC2-related projects throughout their lifecycle. Provides estimation of the required effort for each project/task staff, plan, allocate and manage engineering resources according to agreed priorities. Executes overall design responsibility to ensure and harmonize the integrity, technical coherence and interoperability across all AirC2-related projects throughout product lifecycles (requirements, design, implementation, test support and site support).

The Software Engineering Section – In-Service Support (SES-ISS) manages, controls, guides and orchestrates all software engineering aspects (requirements, architecture/design, implementation, software-level testing) and software engineering resources allocated to the in-service support of all AirC2-related projects.

Role responsibilities:

Under the direction of Head SES-ISS, you will perform duties such as the following:

- Maintain an in-depth knowledge at software sub-system level of the supported products with emphasis on software design and implementation;
- Contribute to the analysis of change requests from a software design and implementation perspective, considering the impact on software and respective interfaces and estimating the time and resources needed to implement a solution to the proposal;
- Contribute to feasibility studies, prototyping software modelling and requirements documentation;

- Design software modules and software interfaces (incl. human-machine interfaces) according to specified software requirements and within given external constraints. These constraints include the system and software architecture, system design and also quality, safety and security rules and standards;
- Implement software modules and interfaces following the specified design;
- Specify and perform component-level testing;
- Develop and maintain the associated software related artefacts like Software Design Descriptions, Interface Design Descriptions, Software User Manuals, Software Build & Installation Plans and other technical documents;
- Participate in peer reviews of software design, code and documentation and follow up on the results;
- Provide advice at software expert level internally to other engineers and support product risk management;
- Provide on-site support as directed;
- Liaise with the Customer Service Desk (CSD) for problem resolution and provide second-line support as required;
- Maintain a high level of expertise in the technical areas above and stay abreast of software engineering;
- May be required to manage the technical aspects of software engineering for a particular project;
- Deputize for higher grade staff, if required;
- 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 a technical subject with substantial Information Technology (IT) content and 2 years post-related experience;

Or a Bachelor of Science (BSc) degree at a nationally recognised/certified University in a technical subject with substantial Information Technology (IT) content and 4 years post related experience;

Or 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; that is, at least 10 years extensive and progressive expertise in the duties related to the function of the post. A high school diploma or equivalent diploma of higher secondary education is also required;

Experience required:

In addition to at least 2 years of relevant experience, you will have:

- At least 2 years of recent experience in software engineering of large-scale distributed software;
- Significant, recent and practical experience in software development and maintenance using one or more programming languages (e.g. C, C++, C#, ADA, Java);
- Up-to-date knowledge of software engineering related methods, techniques, metrics and tools;
- Up-to-date knowledge of computer system architectures, operating systems, LAN/WAN and computer networks concepts

Desirable Experience:

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

- Experience in software engineering of AirC2, air traffic control, command and control, data acquisition or real-time scientific processing systems;
- Experience in software analysis, design, implementation and testing methods, techniques and tools;
- Experience in software modelling techniques, prototyping, requirements validation, software quality assurance, configuration management and associated tools;
- Knowledge of modern software development methodologies (e.g. Software development life cycles, Agile methodologies);
- General knowledge of database management systems (DBMS) and data management concepts;
- Experience in automated tools supporting software engineering activities;
- 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:

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.

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.

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.

Planning - Accurately scopes out length and difficulty of tasks and projects; sets objectives and goals; breaks down work into the process steps; develops schedules and task/people assignments; anticipates and adjusts for problems and roadblocks; measures performance against goals; evaluates results.

Travel:

Business travel to NATO and national (NATO and non-NATO) facilities as well as travel between the NCI Agency 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 frequent internal co-ordination with project teams and Product Managers.

Supervisory/Guidance Duties:

You may be required to supervise, administer and give professional guidance to staff when leading a small team.

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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