



NATO ALLIANCE GROUND SURVEILLANCE MANAGEMENT AGENCY  
NAGSMA



## Test & Acceptance Engineer (180218)

**Primary Location** Belgium-Brussels

**NATO Body** NAGSMA

**Schedule** Full-time

**Application Deadline** 22-Apr-2018

**Salary (Pay Basis)** 5,365.51Euro (EUR) Monthly

**Grade** A.2

**Clearance Level** NS

**Follow the link to apply:** <https://nato.taleo.net/careersection/jobdetail.ftl?job=180218&lang=en>

## Description

NATO has helped preserve and peace and security for almost seven decades.





In past and current operations, Alliance Ground Surveillance (AGS) has proven to be a core capability for NATO's mission.

This is a position within the NATO Alliance Ground Surveillance Management Agency (NAGSMA), a NATO body chartered to procure and field the NATO-owned and operated AGS system.

As a highly qualified engineer for NAGSMA, you could play a crucial role. You will know all about test and certification, be a team-player and communication expert.

If using your skills and experience to support the Alliance's mission sounds appealing, then you could be the person we're looking for.

This post is assigned to the NAGSMA Technical Branch (TB), which is




-  mandated to the confirmation of contract deliverables;
-  responsible for: compliance with the Technical Requirements Document (TRD) and technical advice as applicable to contractor deliverables;
-  structured to manage contract activities of the air, ground and mission segment, and
-  dedicated to system level integration, interoperability and testing.

The incumbent will

-  Support the Principal Test & Acceptance Engineer on all Test, Evaluation and Acceptance (T,E&A), Qualification and Certification aspects related to the AGS Core Segments.

### Duties:

Under the direction of the Principal Test & Acceptance Engineer, the incumbent will perform duties such as the following:

-  Coordinate design and development activities to ensure testability of components through system level;
-  Contribute to management of T,E&A activities, such as related strategies, plans, schedules, processes and criteria/metrics;
-  Monitor and manage test, acceptance and certification activities related to the development, integration and implementation of AGS Segments;



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- ☐ Support the AGS test planning and execution activities and issues with the contractor and stakeholders, and oversee the activity of the Official Test Teams on AGS Core Segment related aspects;
- ☐ Ensure that the AGS T,E&A and qualification approaches are in line with the planned AGS delivery schedule and adapted to changing situations and operational requirements during the development of the AGS;
- ☐ Translate operational requirements and assure traceability of operational needs into delivered products through T,E&A;
- ☐ Monitor contractor execution of AGS test activities, to ensure their compliance with test, evaluation and acceptance criteria and procedures;
- ☐ Plan and manage, in co-ordination with SHAPE, the test objectives, scenarios and resources required to support official assessments and operational T,E&A activities;
- ☐ Provide advice on AGS Core Segments T,E&A, Qualification and Certification activities, assess their impact on requirements and recommend appropriate courses of action;
- ☐ Participate in contract milestone reviews, technical interchange meetings, contract deliverable reviews and other project meetings as related to T,E&A activities;
- ☐ Identify and assess, for schedule, cost and performance impact, risks in his / her area of responsibility and assess risk mitigation activities;
- ☐ Represent NAGSMA up to his/her level of authority at selected NATO committees and working groups and during interactions with governmental entities (NATO, SHAPE, other Agencies, etc..) or industry; and
- ☐ Performs other duties as may be required.

**Experience and Education:**

- ☐ A university degree in a Mechanical, Electronic, Systems, Industrial or related Engineering discipline. Exceptionally, demonstrated relevant technical ability and management experience may be accepted in lieu of a university degree;
- ☐ Recent experience (at least two years) of work in the test and certification fields with sound knowledge of test, evaluation, qualification, and certification of complex systems in a Firm Fixed Price environment;
- ☐ Familiarity with aspects of requirements capture and implementation as test and certification requirements;
- ☐ Experience in field trials;
- ☐ Experienced in large scale systems integration, design, development and test activities;
- ☐ Good understanding of military system procurement procedures including technical performance specification and related operational deployment;
- ☐ Excellent communication skills and demonstrate the ability to work well in a team, and with commercial contractors;
- ☐ Be effective at communicating complex technical ideas to a non-technical audience;
- ☐ Ability to exercise personal authority in his/her field of activity.


**Desirable Experience and Education:**

- ☐ A Test Engineer degree from an official Systems Test School;
- ☐ Recent experience in the development and implementation of military C4ISR systems;
- ☐ Knowledge of NATO AGS Core system and/or of national ISR systems technical requirements;
- ☐ Knowledge of the NATO Organization and its procedures;





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


-  Prior experience of working in an international environment comprising both military and civilian elements.


**Language Proficiency:**

-  The incumbent must have a thorough knowledge of the English language, which is the official working language of the organisation. He/she will be called upon to deal with complex problems and to draw up documents in English.
-  NOTE: All of the work of the NAGSMA is conducted in the English language.

**Competencies or Personal Attributes:**






-  The incumbent should possess the personal qualities of tact, judgement and adaptability as well as good political awareness and motivational and listening skills. In addition, a sense of diplomacy and propriety in order to work harmoniously with colleagues and other staff, both civilian and military, from NATO and the NATO nations, as well as with staff from private scientific/industrial organisations is needed.

**Travel:**

-  Frequent travel expected, to visit: industry; test ranges; AGS Main Operating Base (MOB) and other NATO facilities/agencies; national entities/authorities associated with certification.

**Professional Contacts:**





The incumbent is responsible for maintaining contacts with:

-  members of the Agency, as required, on matters related to AGS Core system;
-  the Industry's lead test and certification engineers; this post will require the routine exchange of information with the Contractor;
-  selected Certification Authority on matters related to the Certification of the Air, Ground and Mission Segments;
-  relevant personnel at NATO Bodies and Agencies including, but not limited to SHAPE(AGSIO), NCIA and NSPA;
-  personnel from relevant national and multi-national ISR programs on test and certification related aspects.

**Supervisory/Guidance Duties:** None.

**Working Environment:** Normal office environment.

**What do we offer?**

-  Excellent tax-free salary, including (where eligible) expatriation household and family 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 NAGSMA and our work, please visit our [website](#)

**Please note that only nationals of the NATO AGS Participating Nations are eligible to apply for NAGSMA posts.**



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**This includes nationals of: Bulgaria, Czech Republic, Denmark, Estonia, Germany, Italy, Latvia, Lithuania, Luxembourg, Norway, Poland, Romania, Slovakia, Slovenia and United States of America.**

**Note: Due to the anticipated closure of the Agency, the contract offered to a successful candidate is limited to 31 December 2020.**