Science and Technology Organization

Neuilly-sur-Seine – France

NOTIFICATION OF A "G15" GRADE VACANCY
OPEN TO NATIONALS OF NATO MEMBER STATES ONLY

Post Title: Senior Technician (Cyber Security)
Grade: NATO Grade G15
Duty location: Paris (Neuilly-sur-Seine), France
Duty start: The position is vacant as of 01 March 2026
Closing Date: 01 April 2026
Vacancy ref.: 260294

The interview of shortlisted candidates is provisionally scheduled to be held in Paris - Neuilly-sur-Seine (FR) mid-May 2026.

1. POST CONTEXT AND RESPONSIBILITIES

-      The mission of the NATO STO is to help position the Nations and NATO's S&T investments as a strategic enabler of the knowledge and technical advantage for the defence and security posture of NATO Nations and partner Nations.

-      As described in the STO Charter, the STO Collaboration Support Office (CSO) is one of the executive bodies of the STO. Within the framework of the STO Collaborative business model, the CSO provides executive and administrative support to the S&T activities conducted through the STO level 2 committees and level 3 working groups.

-      In its areas of expertise, the CSO provides assistance and support to the S&T Board, its Chairperson, the Chief Scientist, and his/her office.

-      The CIS Branch ensures the effective operation and maintenance of all CSO's Communications and Information Systems (CIS) and Cyber Security systems and services. This also involves the scheduled planning, implementation and upgrade of all services and systems to meet the CSO strategy, plus the integration and management of CIS related acquisitions and modifications, either contractor-supplied or in-house developed. The Staff Officer Operation and architecture management will coordinate a holistic effort for operation of ICT capabilities, management of architectures and support development required capabilities.

Functions include:

-      Serve as an ICT capabilities architect.

-      Serve as a project officer for development and coordination and execution of holistic ICT capability project to meet operational requirements in the material, Facilities and Interoperability lines of development in a through life cycle approach.

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- Coordinate capability development efforts with all CSO's branches and offices to ensure that branches all ICT tools functions are covered in a comprehensive and consistent manner.

- Engage with relevant ICT fora (staff officer level, committees and working groups to coordinate capability development efforts).

- Planning and managing the CIS and Cyber Security training program for Branch Technicians and CSO staff.

- Provide inputs to and receives D&G from the Branch Head (CIS support) in order to make informed programmatic decisions and to support CSO's overall programme management process.

- Managing software licenses for all software applications used by the CSO.

- Working with external support contractors (NCIA and commercial), developing and monitoring required maintenance support contracts.

- Contribute to the development of CSO's long-range CIS Plan.

- Contribute to the development of medium term resources plans and associated budget.

- Serve as the deputy for both the Communication Security Officer (COMSEC Officer) and the CIS Security Officer (CISSO).

- Ensure the CIS incident management process is properly handled, analyzing associated statistics and providing recommendation to BH CIS/ICT.

- Contribute to the development of CIS related documentation (SECOPS, SOPs, Business continuity plan, Policies).

- Supervise the Crypto Custodian and alternates, including ensuring training and security clearances remain current.

- Contribute to risk management, development of response plans and training of actors to ensure business continuity.

- Deputize the Branch Head ICT, when required.

Special Requirements and Additional Duties

- Performing other related functions as requested by the Branch Head (CIS Support).

- Executing scheduled on-call duty, providing ICT and COMSEC support outside of working hours, weekends and during national holidays.

- Travelling abroad in support of the Science and Technology Organization high visibility activities.

2. AUTHORITY

- The Operation and architecture management staff officer reports to Branch Head (CIS Support).

3. QUALIFICATIONS

ESSENTIAL

Professional /Experience

a) Five years of experience working with complex systems architectures in a dynamic environment.

b) Qualifications and/or certification in Project/Programme Management.

c) Software Methods and Tools (for the planning, development, operation, management and maintenance of Computer Information Systems).

d) Experience in the design, implementation and management of complex IT security systems.

Education/Training

University Degree in library, information science, management information systems, computer science or related discipline, or a Higher Secondary education and completed advanced vocational training to the level of ITIL Expert or equivalent, in Telecommunications and Computing coupled with a minimum of 10 years of professional experience in the field.

Language

Good knowledge of one of the two official NATO languages (SLP 3333) and fair knowledge of the other (SLP 2222).

NOTE: The work both oral and written at the Collaboration Support Office is mainly conducted in English.

DESIRABLE

Professional /Experience

a) Familiar with the NATO Information policy.

Education/Training

Recognized certifications in IT Service Management, IT Security, Project Management and IT services.

Language

a) Very good knowledge of both NATO official languages.

b) Knowledge of other European language(s).

4.   COMPETENCIES

1. *Personal attributes:*

He/she should have well developed capacities for tact and judgment. He/she will represent the command at the working levels of military and political leadership. He/she must be highly adaptable to dynamic and changing situations and able to work under intense pressure imposed by short timelines for critical missions/ information. Due to the likelihood for travel on a regular basis, he/she should be in good to exceptional physical and mental health. On occasion he/she may be required to work beyond "normal business hours" on an exceptional basis.

2. *Information management:*

The overall governance of how all types of information, structured and unstructured, whether produced internally or externally, are used to support decision-making, business processes and digital services. Encompasses development and promotion of the strategy and policies covering the design of information structures and taxonomies, the setting of policies for the sourcing and maintenance of the data content, and the development of policies, procedures, working practices and training to promote compliance with legislation regulating all aspects of holding, use and disclosure of data.

3. *Professional Contacts*

a) He/she should have well developed capacities for tact and judgment. He/she will represent the command at the working levels with military and political leadership. He/she is expected to develop and maintain an ICT architecture community of interest.

b) Reporting to the BH CIS Support.

c) Collaborating with other CSO Staff members in an interactive manner to determine and satisfy operational requirements.

d) Interacting with staff members of other NATO bodies to establish and coordinate requirements.

5.   SECURITY CLEARANCE LEVEL

The applicant must be eligible for a NATO COSMIC TOP Secret security clearance.

6.   WORKING ENVIRONMENT

Performing other related functions as requested by the Branch Head (CIS Support).

The incumbent will normally operate in an open office environment, with occasional exposure to excessive noise in a Server Room environment.

Executing scheduled on-call duty, providing ICT and COMSEC support outside of working hours, weekends and during national holidays.

Travelling abroad in support of the Science and Technology Organization high activities.

7.   EMPLOYMENT TERMS AND CONDITIONS

The position is at grade G15. The starting basic monthly salary will be Euro 7558.34 (2026 salary value, subject to future adjustments in accordance with NAC decisions), exempt from income tax. Specific allowances may apply, depending on personal circumstances of the incumbent.

NATO International Civilian employees benefit 30 days of annual leave, life and medical insurance, and a retirement pension plan; expatriated Staff also benefits an expatriation allowance, educational allowance for dependent children and biennial home leave.

In accordance with the NATO Civilian Personnel Regulations, the successful candidate will be offered a definite duration contract of three years, which may, on conditions, be followed by another contract. If the successful applicant is seconded from the national administration of one of NATO's member States, a 3-year definite duration contract will be offered, which may be renewed for a further period subject to the agreement of the national authority; the maximum period of service in the post as a seconded staff member is six years.

Serving staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations in force at the date of the contract.

The appointment is subject to the receipt by the CSO of a security clearance (provided by the national Authorities of the incumbent) and to the delivery of a certificate of medical fitness by the CSO Medical Advisor.

8.   APPLICATION PROCEDURE

Only nationals of the 32 NATO member countries can apply for this position.

Applications must be submitted as follows, as applicable:

*   For NATO serving civilian Staff members only: please apply via the internal recruitment portal (for more information, please contact your local Civilian HR Manager).

*   For all other applicants: www.nato.int/recruitment

A Selection Panel will evaluate the applications. Applicants who pass the initial screening will be invited to attend an interview with the Selection Panel to be held in Paris - Neuilly-sur-Seine (FR) mid-May 2026.
Candidates will attach a resume, an application letter and educational qualifications certificates to their application.

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NATO will not accept any phase of the recruitment and selection prepared, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. NATO reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI applications may be rejected without further consideration at NATO's sole discretion, and NATO reserves the right to take further steps in such cases as appropriate.

Due to the large number of potential candidates, telephone or email enquiries cannot be dealt with.

Notes: NATO as employer values diverse backgrounds and perspectives and is committed to recruiting and retaining a diverse and talented workforce. NATO welcomes applications of nationals from all Member States and strongly encourages women to apply. According to the NATO Civilian Personnel Regulations, Staff members are appointed on the condition that they are over 21 and under 60 years of age at the time of taking up their appointment. However, appointment may be offered to candidates of 60 years of age or more provided that the expiry date of the contract is not later than the date at which the candidate attains the age of 65.