



HEADQUARTERS ALLIED AIR COMMAND



D-66877 Ramstein-Miesenbach. Germany

Primary Location: Ramstein, Germany
NATO Body: HQ AIRCOM
Schedule: Full-time
Salary (Pay Basis): € 9184.09 Euro Monthly
Grade: NATO Grade G17
Clearance Level: NATO COSMIC TOP SECRET
Contact Email – External: hqaircom.recruitment@nato.int

Description

The vacancy:

Job Title:	Operational Analyst
Post Number:	OAC PJOA 0060
NATO Civilian Grade:	NATO Grade 17
Duty Location:	Ramstein, Germany
Post filling date:	1 September 2026
Closing date for applications:	9 April 2026

Organisation Summary and Post Context:

The Allied Air Command (AIRCOM) is the Single Service Command (SSC) responsible for delivering Air and Space Power for Alliance Air operations and missions. AIRCOM provides the core of the NATO Command Structure (NCS) Joint Force Air Component (JFAC), capable to establish suitable Command & Control (C2), to operate as a Joint Task Force (JTF) if so directed by SACEUR and is the Air C2 competency organisation for the Alliance.

The Analysis & Assessment Section is responsible to provide timely, independent, analytical/scientific advice and a dynamic assessment of air operations to aid decision-making.

The incumbent provides core expertise in Operational Analysis, in support of planning and execution of Air Campaigns using scientific techniques and supports the Operational Analysis of all Headquarters functions as required, including Command Post, Computer Assisted exercises (CAX) and Live Flying exercises.

Operational Analyst reports to OAC PJOA 0010 – Section Head (Analysis and Assessment) – OF-4

Main responsibilities:

- The Branch Head is responsible for the effective oversight and control of the accounting and financial reporting consistent with the NATO Accounting Framework (NAF) and IPSAS, the NFRs/FRPs and all other applicable rules and regulations.
- HQ Air Command staff processes in the areas of planning, policy and requirements.
- The development, review, co-ordination and update of Air Command policy and requirements in accordance with higher commands and the Air Commanders' directives in the areas of air operations command and control concepts and systems, and organizational principles.
- HQ technical expert on the Assessment of Air Operations.

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- Senior member of the Air Assessment Working Group (AAWG), providing the commander with assessments of planned and ongoing air operations.
- The development and execution of a data collection plan, designed to enable the efficient collection of operational data to support assessment.
- Responsible for the provision of data for inclusion into Assessment Reports to Higher Headquarters.
- Provision of expert advice to the operational staff on the archiving and exploitation of operational data, so that they form a repository of information for the HQ.
- Evaluates present and proposed force employment options, plans, strategies, and tactics, using appropriate analytical methods, models or simulations.
- Deputises for the section chief as required.
- Supports the training of the HQ in decision support and the assessment process.

The incumbents JFAC duties are:

- Serving as a member of Operation Planning Group (AOPG/JOPG)/Strategy Division when required.
- Coordinates with the JFAC, internal and external agencies to ensure non-nucleus battle staff members to support the JFAC Strategy Division are identified and sourced for exercises and real world operations (augmentation).
- This role may be met by supporting the activation and/or deployment of Air HQ capabilities such as an Operations Planning Group (AOPG/JOPG), as well as preparation of the HQ for its NRF execution requirements. Such duties take precedence over any peacetime tasks and may involve regular/frequent operational training which may lead to operational deployments and/or TDY assignments both within and beyond NATO boundaries.

Essential Qualifications

- University Degree in operations research, military operations research, mathematics, statistics or related numerate discipline, computer science or related discipline, and 4 years post related experience, or Higher Secondary education and completed advanced vocational training in that discipline leading to a professional qualification or professional accreditation, with 5 years post related and 2 years function related experience.
- 3-4 years of recent experience of assessment and/or military modelling/simulation in a NATO or national establishment.
- Knowledge of joint and combined operations at both operational and tactical levels and their assessment. This should also include experience of the integration of Air Power with Land and Maritime forces.
- Ability to structure problems, construct solution strategies, formulate Measures of Effectiveness, identify appropriate tools and data, organise rigorous and cost-effective data collection campaigns and present results in a manner and format appropriate to the Commander with the objective of influencing policy, operations and goals.
- Demonstrable ability to apply standard Operational Research techniques to include statistical analysis, mathematical modelling, project management, simulation, linear programming and other analytical techniques.
- Experience of establishing objectives and assessing progress in a complex military, political and civil environment.
- English – Good – NATO Standard Language Proficiency (SLP) 3333 (Listening, Speaking, Reading, Writing)

NOTE: The work both oral and written in this post and in this Headquarters as a whole is conducted mainly in English.

Desirable Qualifications

- Post graduate qualifications in operations research or systems analysis.
- Wide experience in air operations and their assessment.
- Extensive experience in supporting national and NATO military HQs to include supporting operations.
- Detailed knowledge of the NATO air command and control systems, and understanding of the performance of aircraft, helicopters, SAMs, radars and targets as well as Army and Naval units.
- Attendance at NATO Operational Planning Course (OPC) or as an analysis supporter for the course.
- Completion of the following NATO courses: Comprehensive Operations Planning Course (COPC); TOPFAS OPT for User; Operations Assessment Course; Crisis Management.
- English: SLP 4444 (Listening, Speaking, Reading, Writing).

Attributes and Competencies

Personal Attributes: The post requires well developed personal and professional communications capabilities, in order to be effective in the daily operation of the headquarters. Much of the output depends on the ability to work with staff officers, both to acquire an understanding of problems or situations and being able to communicate creative solutions to the staff for implementation. They must understand the staff, its function and the nature of the military operations being conducted. Furthermore, the incumbent needs to be an effective communicator of results and confident in dealing with very senior officers. He/she must be able to brief results succinctly and write effectively; needs to understand the modern concept of military operations, covering the spectrum from peace support to war fighting; must have a sound scientific background as well as an inquisitive mind to come up with creative solutions to vexing problems. The incumbent must be able to work well under pressure and to be able to cope effectively in a demanding multinational operational military HQ. He/she must be poised, tactful, cheerful and adaptable and must be prepared to perform training / attend courses so that cross-training with the non specialist section members can be performed.

Professional Contacts: Liaises with NATO and National Operational Research, Operational Analysis and Wargaming organisations.

Contribution to the Objective: Affects plans and operational capabilities of the NATO Air Command. Interprets requirements and creates solutions to Assessment issues. Enhances scenario development, preparation and assessment of Exercises. In summary, the successful performance of the Operational Analyst's duties is critical to the preparation, the conduct and accomplishment of the NATO Air Command mission.

Supervisory Responsibilities Dependent on requirements, may be required to direct and supervise the work priorities of an ad hoc or permanent team within the functional area.

Special Requirements

The employee may be required to perform a similar range of duties elsewhere within the organisation at the same grade without there being any change to the contract and may be on short notice. For NATO International Civilian Staff, acceptance of an employment contract linked to this post constitutes agreement to deploy more than 30 days if required.

The incumbent may also be directed to undertake operational duties supporting AIRCOM in its Air Power projection role, and when HQ AIRCOM executes its role as the JFAC. When COM AIRCOM

so directs, personnel will be assigned to a CE position to support operational tasks within the structure; this will require that the individual undergoes appropriate training and preparation. Personnel may also be directed to support activities in the framework of delivering Air Power for the Alliance. All additional operational duties take precedence over peacetime tasks, involve regular/frequent operational training, and may lead to operational deployments or TDY assignments within and beyond NATO boundaries.

Contract

In accordance with current policy, the successful candidate will be offered a three year definite duration contract normally followed by an indefinite duration contract. Serving staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations.

The successful selected candidate must complete a NATO medical examination and have NATO security clearance before an employment offer will be released. AIRCOM's medical consultant must confirm the recommended candidate is fit to perform the duties and is deployable to NATO's regional areas of operation.

How to Apply

Applications are to be submitted using the NATO Talent Acquisition Platform (NTAP): <https://nato.taleo.net/careersection/2/jobdetail.ftl?job=260389&lang=en> Applications submitted by other means (e.g. mail, e-mail, fax, etc) are not accepted.

Please include essential information in the application form. Particular attention should be given to Education and Experience section of your application form, which should be populated with details of your career to date and educational achievements and certifications as they relate to your application. Attachments are supporting documents and should not be referred to in the application form.

Your answers to the pre-screening questions must be comprehensive and stand alone, do not rely on attached documents for essential information. Expressions such as "please see attached CV", or invitations to follow links to personal webpages are not acceptable and will be disregarded.

Current and past civilians working for NATO or any Coordinated Organization, shall indicate their last grade and step held (next to job title), and specify the name of employing NATO body or Coordinated Organization.

Assessments and interviews are tentatively planned for May-June 2026 in Ramstein, Germany.

Remarks:

1. Applications are automatically acknowledged within one working day after submission. In the absence of an acknowledgement, please make sure the submission process is completed or re-submit the application.
2. All candidates will receive an answer indicating the outcome of their application.