

J9 Capacity Development Trainers, Counter Terrorism, Maritime Critical Infrastructure Security, Border Security, EOD, C-IED, Cyber Defence, Medical Resilience (260473)

Status

Draft

Recruiter

Turco, Sabrina

Status Details

Draft

Hiring Manager

Carbone, Antonella Maria

Primary Location *

Italy > Naples

Requisition Type

Professional

Hired Candidates

0 out of 11

Vacancy Administration

Identification

Requisition Title

J9 Capacity Development Trainers, Counter Terrorism, Maritime Critical Infrastructure Security, Border Security, EOD, C-IED, Cyber Defence, Medical Resilience

Post Number

OJS PJAC XXXX

Number of Openings

11

Grade

NATO Grade G15

Clearance Level

NS

Eligibility

All NATO member states

Justification

New Position

Structure

Organization *

Agency

Joint Force Command Naples (JFCNP)

Primary Location *

Country

Italy

City

Naples

Job Field *

Domain

Defence

Sub Domain

Defence Planning

Owners

Recruiter

Turco, Sabrina
Hiring Manager
Carbone, Antonella Maria
Recruitment Assistant
De Luca, Marco

User Group

User Group
JFCNP

Candidate Selection Workflow

Candidate Selection Workflow
NTAP Workflow

Profile

Shift
Day Job

Schedule
Full-time

Compensation

Currency
Euro (EUR)

Pay Basis
Monthly

Budget

Currency - Budget Section
Euro (EUR)

Selection Plan

Selection Tools
Interview, Web Interview

Vacancy Notice

Internal Description

Description - Internal

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JOB TITLE: CAPACITY DEVELOPMENT TRAINERS

(11 Posts: 2x Counter Terrorism, 2x Maritime Critical Infrastructure Security, 1x Border Security, 1x EOD/C-IED, 2x Cyber Defense, 1x Medical, 2x Resilience).

POST NOS:

OJS PJAC 0030/0060 - Counter Terrorism
OJS PJAC 0070/0090 - Maritime Critical Infrastructure
OJS PJAC 0100 - Border Security
OJS PJAC 0130 - EOD/C-IED
OJS PJAC 0160/0170 - Cyber Defense
OJS PJAC 0210 - Medical
OJS PJAC 0220/0230 - Resilience

NATO GRADE: G-15/A-2 (All posts)

DIRECTORATE: Plans

DIVISION: J9

1. Post Context/Post Summary

Headquarters Allied Joint Force Command Naples provides a resilient, static Joint headquarters to plan, prepare and conduct operations across all domains from Baseline Activities and Current Operations (BACO), including deterrence, through Crisis, up to the Maximum Level of Effort (MLE), in order to support NATO's three core tasks, at the Joint Operational level, as directed by SACEUR. Supported by the Single Service Commands, Allied Joint Force Command Naples integrates allocated forces, including NATO Force Structure entities, and synchronises activity to achieve operational objectives. It maintains comprehensive, regional focused, situational awareness, leads contingency planning and directs exercises. It also provides out-of-theatre support to enduring NATO operations and could contribute specific Joint competencies to other NATO Command Structure or NATO Force Structure entities. It is capable of commanding a Joint Task Force operating within or beyond SACEUR's Area of Responsibility, with theatre enablement provided by a dedicated Joint Logistic Support Group Headquarters. It has the capability to deploy tailored elements to enable reconnaissance, liaison, and coordination, and support the Joint Commander. Synchronizes and integrates Joint and Combined armed forces within the Joint Operational Area (JOA) in support of a Joint Task Force.

The Plans Directorate (PLANS) directs, monitors, assesses and coordinates long-term planning, as well as policy matters, readiness, education, training, exercise, evaluation and partnerships staff functions.

The J9 Division plans and coordinates the Civil-Military Cooperation activities and implements the NATO Cooperation and Partnership programmes.

The Military Partnerships Branch (MPB) plans, programs and executes military cooperation activities to support partnership. It assesses the effectiveness of these activities against prioritized objectives, established at strategic level.

The Training and Capacity Development Section plans and delivers practical training in Defense and Security related CB. Capacity Development activity plans and generates solutions for practical education and training delivery to Partners, in specific functional areas, based on assessments. It also assists and mentors Partners to develop their own capacity in those areas.

Within the Capacity Development activity, the incumbent plays a vital role in building the Counter terrorism / Maritime Critical Infrastructure Security / Border Security / EOD/C-IED / Cyber Defense / Medical / Resilience capabilities of NATO PNs, recognized below as "specific domain/area". By providing training and mentoring in the specific domain/area, this deployable staff is contributing to the development of robust and NATO-aligned Partners' forces, thus enhancing national and regional security.

2. Principal Duties

In each respective domain/area mentioned above (Counter terrorism / Maritime Critical Infrastructure Security / Border Security / EOD/C-IED / Cyber Defense / Medical / Resilience), the incumbent's duties are:

- Be a member of a standing deployable pool of CB Trainers, Assessors, Advisors, Mentors and Evaluators (TAAMEs) at JFCNP to deliver Assessments, Advice, Mentoring, Training and Evaluation to PNs in country.
- Act as a subject matter expert on in the specific domain/area, providing guidance and recommendations to PNs.
- Act as a liaison and/or Country Desk Officer to foster communication and cooperation between NATO entities and PNs.
- Conduct risk assessments related to the specific domain/area.
- Advise PNs on specific domain/area training topics with the assumption that training should be an enduring function, which will be sustainable within the PN's own capabilities.
- Mentor and provide guidance to PNs specific domain/area trainers and personnel (train-the-trainer approach).
- Organise individual and collective training events and identify complementary national training activities related to the specific domain/area, in close coordination with JFCNP/J9/MPB MILCOOP Assessment and Assistance Section.
- Liaise and coordinate with international military organizations (including NATO Education and Training Facilities (NETFS), Partnerships Training Education Centres (PTECs) and Centres of Excellence (COEs)), national authorities, and NGOs to enhance training delivery and CB outcomes.
- Lead the preparation of training materials (manuals, guides) related to the specific domain/area.

- Prepare comprehensive assessment reports, training plans, and evaluation summaries for NATO leadership and PN stakeholders, highlighting key findings, gaps, and actionable recommendations.
- Participate in international conferences and forums to be informed on best practices related to the specific domain/area.
- Support the development of the specific domain/area related policies, concepts, doctrines and procedures, in accordance with NATO standards.
- Assess the training needs of PNs and tailor capacity building efforts accordingly.
- Coordinate and support joint exercises and simulations to enhance interoperability and response times among NATO and PNs specific domain/area units.
- Facilitate workshops and training sessions aimed at enhancing partner capabilities on the specific domain/area.
- Work in close coordination with JFCNP J9 MPB MILCOOP Assessment and Assistance Section.

3. Special Requirements and Additional Duties

- 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.
- The incumbent, as a member of a standing and deployable JFCNP-based TAAMEs pool, will be required to undertake deployment assignments, on short notice both within and out of NATO ' s boundaries, for at least three (3) to six (6) months per year, and be willing to work unsocial hours.
- The incumbent must be ready to deploy to PNs to conduct on-site assessments and/or provide direct support for CB initiatives.
- Ability to work in austere and challenging environments, adapting to diverse cultures and operational conditions.
- Engage in continuous professional development to stay updated with evolving tactics and technologies related to the specific domain/area.
- May require occasional irregular working hours, including weekends and holidays.

The work is normally performed in a Normal NATO office working environment.

Normal Working Conditions apply.

The risk of injury is categorised as No Risk.

4. Essential Requirements

Education and training:

- University Degree in a job-related discipline and 4 years of post-related experience. Or, Higher Secondary education and completed advanced vocational training in a job-related field, leading to a professional qualification or professional accreditation, with 5 years of post-related, and 2 years of function-related experience.

Professional qualifications:

- Proven experience in delivering specific domain/area related training and mentoring to personnel, units or HQs.
- Operational background, in national or NATO level, and at least two years of experience in conducting and leading specific domain/area operations.
- English - SLP 3333 - (Listening, Speaking, Reading and Writing)

5. Desirable Assets

- Proven working experience in NATO environment, Joint or Combined HQ.
- Proven participation in NATO missions/operations/exercises.
- Previous working experience in CIMIC/Military Cooperation Area.
- Working experience in International Organizations and/or Non-Governmental Organizations.
- Experience working with multinational military teams and partnerships
- Experience working in Mobile Training Teams in national or NATO environment.
- Familiarity with NATO specific domain/area standards and frameworks.
- NATO training courses related to each domain

6. Attributes/Competencies

• Personal Attributes:

- Demonstrates flexibility and cultural awareness when working with a wide range of partner nations. Able to adapt specific domain/area training and advisory approaches based on the specific needs and contexts of different countries.
- Shows strong leadership skills, especially in deployed settings where guidance may be limited. Takes initiative in identifying and addressing specific domain/area gaps, often in challenging and resource-constrained environments.
- Displays empathy and effective communication when working with military and civilian personnel from diverse cultural backgrounds, facilitating trust and collaboration.

- High adaptability to rapidly changing environments, with the capability to make quick decisions in high-pressure situations concerning specific domain/area issues.
- Excellent analytical skills to assess complex situations and devise practical solutions to enhance operational effectiveness.
- Dedication to knowledge sharing and mentorship, fostering the development of partner competencies in specific domain/area practices.
- Ability to work both independently and collaboratively within multi-disciplinary teams, demonstrating leadership and initiative in addressing challenges.
- Commitment to diversity and inclusion in approaches to the specific domain/area capacity building, ensuring that all PN needs are considered and addressed
- Professional Contacts: The incumbent engages with high level contacts, both internally and external representing the Organisation. They take an active part in sensitive and complex discussions for Training and Capacity Development Section. The incumbent interacts frequently with higher officers within ACO, Host Nation and/or under JFCNP AOR, JFCNP Command Group, DCOs/ACOSs.

- Contribution To Objectives:

- Plays a crucial role in enhancing the specific domain/area capabilities of NATO PNs, directly contributing to their ability to provide effective solutions during joint operations and in response to emergencies.
 - Supports NATO's broader goals of promoting stability and security by strengthening PNs' specific domain/area practices, enhancing their resilience in times of crisis.
 - Fosters effective military partnerships through capacity building and knowledge transfer.
 - Addresses complex challenges in training and development through innovative solutions.
- There are no reporting responsibilities.

Reporting lines:

- OJS PJAC 0030 and 0060 report to OJS PJAC 0040 - Staff Officer Trainer (Counter Terrorism) - OF-4
 - OJS PJAC 0070 and 0090 report to OJS PJAC 0080 - Staff Officer Trainer (Maritime Critical Infrastructure Security) - OF-4
 - OJS PJAC 0100 reports to OJS PJAC 0110 - Staff Officer Trainer (Border Security) - OF-4
 - OJS PJAC 0130 reports to OJS PJAC 0140 - Staff Officer Trainer (EOD/C-IED) - OF-4
 - OJS PJAC 0160 and 0170 report to OJS PJAC 0180 - Staff Officer Trainer (Cyber Defense) - OF-4
 - OJS PJAC N 0210 reports to OJS PJAC 0190 - Staff Officer Trainer (Sustainment) - OF-4
 - OJS PJAC 0220 and 0230 report to OJS PJAC 0190 - Staff Officer Trainer (Sustainment) - OF-4
- This post does not deputise anybody. This post is not deputised by anybody.

7. CONTRACT

The successful candidate will receive a three-year definite duration contract which may be followed by an indefinite duration contract. NATO-serving staff members will be offered a contract in accordance with the NATO Civilian Personnel Regulations (NCPRs).

The basic entry-level monthly salary for a NATO Grade G15 in Italy is Euro 5,879.80 which may be augmented by allowances based on the selected staff member 's eligibility, and which is subject to the withholding of approximately 20% for pension and medical insurance contributions.

8. HOW TO APPLY:

1. HQ JFC Naples uses NATO Talent Acquisition Platform (NTAP), TALEO.

In order to apply for this vacancy, please visit the platform at: <https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en>, and search for vacancies within the Headquarters of interest.

2. Essential information must be included in the application form. Each question should be answered thoroughly. Expressions such as " please see attached CV " , or invitations to follow links to personal webpages, are not acceptable, and will be disregarded. Application forms must be filled out in English. Relevant education and certificates must be attached to the application form.

3. Applications are automatically acknowledged within one working day after submission. In the absence of an acknowledgment please make sure the submission process is completed, or, re-submit the application.

4. Shortlisted candidates invited to the interview phase, will be requested to provide, where applicable, copies of University diplomas listing the exams sustained, transcripts (that is, list of courses with grades and dates), for all pertinent university and vocational training courses.

5. Candidates' individual telephone or email enquiries about the submission of their applications cannot be dealt with. All candidates will receive a message indicating the outcome of their application.

Note that once you create your profile, you will be able to use it on NTAP to apply for other vacancies within NATO.

Employment pre-requisites:

Candidates are invited to submit their applications only if:

- They are nationals of a NATO member country
- They are over 21 and under 60 years of age at the time of taking up their appointments. Appointments of definite duration 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.

Additional information:

A NATO security clearance and approval of the candidate's medical file by the NATO Medical Advisor are essential conditions for appointment to this post. Applicants are not required to possess a clearance at the time of applying, but they must be eligible for a clearance. HQ JFC Naples will take action to obtain the required security clearance from the successful candidates' national authorities. The selected candidate will be affiliated to the NATO Defined Contribution Pension Scheme (DCPS). For info please visit <https://www.nato.int/cps/en/natolive/86790.htm>

External Description

Description - External

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NATO GRADE: G-15/A-2 (All posts)

DIRECTORATE: Plans

DIVISION: J9

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 - Engage in continuous professional development to stay updated with evolving tactics and technologies related to the specific domain/area.
 - May require occasional irregular working hours, including weekends and holidays.
- The work is normally performed in a Normal NATO office working environment.
Normal Working Conditions apply.
The risk of injury is categorised as No Risk.

4. Essential Requirements

Education and training:

- University Degree in a job-related discipline and 4 years of post-related experience. Or, Higher Secondary education and completed advanced vocational training in a job-related field, leading to a professional qualification or professional accreditation, with 5 years of post-related, and 2 years of function-related experience.

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5. Desirable Assets

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Additional information:

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