



SUPREME HEADQUARTERS ALLIED POWERS EUROPE

TALEO Job Number: 260401

Vacancy Number: G120/25

Post Numbers: OSC CYPX 1020 & OSC CYPX 1010

Job Titles: NATO 2030 Staff Officer Strategic Cyber Planning & Emerging and Disruptive Technology Manager

NATO Grade: 15

Basic Monthly Salary (12 x per year): 6 713. 06€, tax free

Closing Date: ~~Extended until Monday, 20 April 2026~~ Sunday, 12 April at 23:59h (Belgium time)

General Background:

Supreme Headquarters Allied Powers Europe (SHAPE) provides an integrated Strategic Effects framework, employing a multi-domain and multi-region focus to create a 360-degree approach, with the flexibility to enable, upon direction, a seamless transition from Baseline Activities and Current Operations (BACO) up to the Maximum Level of Effort (MLE). SHAPE supports SACEUR in fulfilling his terms of reference, as directed by the North Atlantic Council.

The Cyberspace Directorate directs monitors and coordinates all Cyberspace Operations (CO), Electronic Warfare (EW), Electro Magnetic Spectrum (EMS) activity and Communications and Information Systems (CIS) functional area activities and staff functions across ACO.

The J6 Cyberspace Division provides the strategic staff functions for cyberspace aspects within ACO's strategic direction, planning and risk management to support NATO-led operations, initiatives, exercises and activities.

The Cyberspace Strategic Plans and Policy Branch will provide military Subject Matter Expert (SME) advice, strategic direction and oversight of all cyberspace functional area activities across ACO.

Both posts are primarily involved in the formulation of NATO 2030 initiative cyberspace input to Military Advice, Policies, Doctrine and Plans (at the strategic level) with particular focus on delivering outcomes contributing to ACO's Digital Transformation.

SHAPE is currently recruiting for two roles: *NATO 2030 Staff Officer Strategic Cyber Planning & Emerging and Disruptive Technology Manager*. The principal duties of each post are described below.

NATO 2030 Staff Officer Strategic Cyber Planning - Principal Duties:

The incumbent's duties are:

- As Primary J6 Strategic Plans and Policies (SPP) C4ISR NATO 2030 coherence Management advisor, lead change management for the C4ISR change aspects of the NATO 2030 initiative, such as integrated within the digital backbone and assists Branch head J6 SPP with the effective identification, documentation and planning for dynamic C4ISR change processes aligning ACO C4ISR transformation initiatives with relevant emerging and disruptive technologies and the integration of these change requirements within the C4ISR capabilities contributing to NATO's Digital Backbone and the ACO digital transformation efforts;
- Assist with recognizing opportunities for C4ISR capabilities modernization and transformation that could leverage the NATO 2030 initiative, with particular focus on the Cyberspace domain and enabling cross-domain information exchanges;
- Provide interface with other NCS and NATO HQ offices to ensure change is undertaken in accordance with doctrine and policy;
- Provide interface with industry to track and monitor developing trends in C4ISR and be the lead agent in identifying C4ISR coherence and NATO 2030 alignment requirements for the J6 and other functional areas throughout ACO;

Emerging and Disruptive Technology Manager - Principal Duties:

The incumbent's duties are:

- As Primary J6 Strategic Plans and Policies (SPP) NATO 2030 EDT advisor, Lead change management for the digital innovation EDT aspects of the NATO 2030 initiative, such as the integration of emerging and disruptive technologies within the NATO digital backbone and assists Branch head J6 SPP with the effective identification, documentation and planning for effective CIS innovation processes aligning ACO enablement and transformation thereof to the dynamics of the introduction of emerging and disruptive technologies and the integration of innovation within the wider effort of ACO's Digital Transformation efforts;
- Assist with recognizing relevant EDT opportunities available to the efforts of ACO and SHAPE in cyberspace;
- Provide interface with SHAPE ACO Innovation Branch and other NCS and NATO innovation stakeholders to ensure coherence and a collaborative approach;
- Oversee change aspects of planning necessary for introducing EDT within digital innovation processes and capabilities within the Cyberspace domain;
- Provide interface with industry to track and monitor developing trends in innovation and be the lead agent in identifying innovative options and NATO 2030 alignment requirements for the J6 and other functional areas throughout the command structure;

- Oversee NATO 2030 relevant innovation and EDT Program of Work budget requirements for ACO J6.

Special Requirements and Additional Duties

The employee(s) 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.

May be required to undertake operational assignment/secondment within J3 (may require shift work for the duration of the assignment);

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 / risk might increase when deployed.

Essential Qualifications – Applicable to both roles

Professional/Experience

- 1) Previous experience with change management activities in complex digital environments, including planning, documenting, and coordinating transformation processes and digitalization/innovation initiatives.
- 2) Minimum 2 years of experience coordinating technical ICT projects implementation, digital systems, services and/or applications.
- 3) Experience liaising with multiple stakeholders (e.g. headquarters, nations, partners, and industry) to ensure the benefits realization of digital initiatives.
- 4) Strong ability to analyse complex technical issues, prepare clear strategic documentation, and present recommendations to senior military and civilian audiences.

Education/Training

University Degree and 2 years function related experience, or Higher Secondary education and completed advanced vocational training leading to a professional qualification or professional accreditation with 4 years post related experience.

In case of ambiguity the required job specific experience have priority over the standard education and training levels and experience described here.

Language

English - SLP 3333 - (Listening, Speaking, Reading and Writing)

Desirable Qualifications – Applicable to both roles

Professional Experience

- 1) Ability to assess emerging and disruptive technologies and translate them into practical options for innovation, capability development, or organisational transformation.
- 2) Experience working with complex systems integration or interoperability frameworks, ideally relevant to large-scale communications, digital infrastructure, or C4ISR-type environments.
- 3) Experience supporting the sustainment of technical or operational capabilities, including elements such as personnel, logistics, readiness, or service continuity.
- 4) Experience integrating emerging technologies—such as AI, autonomy, or advanced networking—into innovation or digital-transformation processes, especially in secure or mission-critical settings.

Education/Training

- 1) University degree in computer engineering, data science, telecommunications or similar.
- 2) Recognized professional certifications in the field of IT governance and management, digital innovation and/or programme/project management.

REMARKS:

Duration of contract

The NATO 2030 Staff Officer Strategic Cyber Planning is a Project Linked NATO International Civilian (PLN) with a 14 month (1 year and 2 months) definite duration contract within the NATO 2030 Agenda.

Similarly, the Emerging and Disruptive Technology Manager is a Project Linked NATO International Civilian (PLN) of 15 months (1 year and 3 months) definite duration contract within the NATO 2030 Agenda. However, on expiry of this term, the PLN may exceptionally be considered for a three year extension.

The salary will be the basic entry-level monthly salary defined by the NATO Grade of the post, 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.

NATO is committed to diversity and inclusion, and strives to provide equal access to employment, advancement, and retention, independent of gender, age, nationality, ethnic origin, religion or belief, cultural background, sexual orientation, and disability. NATO welcomes applications of nationals from all member Nations.

Building integrity is a key element of NATO's core tasks. As an employer, NATO values commitment to the principles of integrity, transparency, and accountability in accordance with international norms and practices established for the defence and related security sector. Selected candidates are expected to be role models of integrity, and to promote good governance through ongoing efforts in their work.

Applicants who prove to be competent for the post but who are not successful in this competition may be offered an appointment in another post of a similar nature, which might become vacant in the near future, albeit at the same or lower grade, provided they meet the necessary requirements.

We believe that all people are capable of great things. Because of this, we encourage you to apply even if you do not meet all of the criteria listed within this job description.

HOW TO APPLY FOR A NATO CIVILIAN POST AT SHAPE:

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

More information to be found on these links:

[6 Tips for Applying to NATO Application Process](#)

Shortlisted candidates will be requested to provide original documentary evidence and a set of copies supporting statements in their applications. Appointment is subject to obtaining a NS security clearance and a medical certificate.

Remarks:

- a) Only nationals from the 32 NATO member states can apply for vacancies at SHAPE.
- b) 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.
- c) Qualified redundant staff of the same grade interested in this post should inform this office, via their HR/Personnel Office by not later than vacancy's closing date.
- d) Candidates' individual telephone, e-mail or telefax enquiries cannot be dealt with. All candidates will receive an answer indicating the outcome of their application.
- e) 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.