



**JFTC VACANCY NOTICE - 260742**  
**Staff Officer (SLA/Network Manager)**

Applications are now invited for the position of **Staff Officer (SLA/Network Manager) – Project Linked NATO International Civilian**, post number TFC ETMC 0110, NATO grade **A2/G15**, at the Joint Force Training Centre (JFTC) located in Bydgoszcz, Poland.

Applications must be completed and submitted on line:

<https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en>

**Closing Date** for applications: **19 May 2026**

**Location:** Bydgoszcz, Poland

**Employment start date:** 01 January 2027

**Notes for candidates:**

The candidature of NATO redundant staff at grade G15 will be considered with priority. Applicants who are not successful in this competition may be offered an appointment to another post of a similar nature, albeit at the same or a lower grade, provided they meet the necessary requirements.

**Notes for NATO Civilian Human Resources Managers:** if you have qualified redundant staff in grade A2/G15, please advise JFTC Civilian Human Resources Manager no later than the closing date.

**Contract:** **Project-Linked-NIC (PLN)** This position is linked to a specific NATO project and is for a limited duration of 3 (three) years only.

Serving NATO International Civilian staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations. Newly recruited staff will be offered a three-year definite duration contract.

**Salary:** Starting basic salary (effective 01 January 2026) is **23,233.93 PLN** per month (tax-free). Additional allowances may apply depending on the personal circumstances of the successful candidate. For further details see *NATO Terms & Conditions of Employment* on the JFTC internet website: [www.jftc.nato.int](http://www.jftc.nato.int).

For any queries, please contact the JFTC Recruitment at: [jftc.civrecruitment@nato.int](mailto:jftc.civrecruitment@nato.int).

**NOTE: Due to the significant volume of recruitment being undertaken by Joint Force Training Centre (JFTC), the processing time for applications will take longer than normal.** Once you have submitted your application, please ensure that you have received a TALEO/NTAP acknowledgement email, which is your proof that your application has been submitted. After this you will be contacted in due course by our recruitment team with further information on the status of your application, but **please note that this may not be for several weeks after the vacancy notice closes.**

If you are an experienced **Staff Officer (SLA/Network Manager)** looking to join a dynamic team working in a multi-national environment, JFTC would be interested in hearing from you!

**Post Context:**

The Joint Force Training Centre supports Warfare Development, contributing to concept development and maintenance of joint doctrine and standards while coordinating the integration of experimentation, capability development, and interoperability to improve NATO's interoperability, capabilities, and operational effectiveness.

The Training and Exercise Enabling Division (TEED) enables training and exercises, and warfare development events. Likewise, the Division provides the basis for the Joint Force Training Centre's engagement with Allied Command Transformation Doctrine validation activities. The Division also maintains the JFTC's analysis and lessons learned capability for both training/exercise/experimentation and institutional improvement.

The Command, Control, Communications & Computers and Modeling and Simulation (C4/MS) Branch ensures availability of the JFTC technical platform in support of the JFTC core business and Programme of Work (POW), to include communications and exercise support systems at JFTC and in support of the execution of static and distributed as well as single- and multi-echelon training, exercises, tests and experiments.

The Command, Control, Communications and Computers (C4) Section is responsible for the overall Communication Information Systems (CIS) and Information Management (IM) support for static and distributed as well as single- and multi-echelon trainings and exercises. This includes planning the development, execution, and improvement of these systems in support of JFTC activities.

Within the C4/M&S Branch the incumbent's main responsibility is to ensure the actual and future management of all services delivered by NCIA to JFTC covered by JFTC Service Level Agreements (SLAs), NSIP, CIS related ERRs and other CIS based and oriented activities.

**Reports to:** Section Head (C4) - OF-4

**Principal Duties:**

The incumbent's duties are:

The Staff Officer is responsible for managing NATO CIS financial planning and institutional processes for JFTC Service Level Agreements (SLAs), as well as preparation and execution of CIS long term capability management in close coordination with NCIA and ACT, to include the following:

- a. Provides subject matter expertise to the Engineer (CIS – SLA), TFC ETMC 0030 and NCIA CSU Bydgoszcz regarding sustainability of the JFTC IT platform and its future development towards the NATO 2030 programme requirements in close conjunction with overall TEED-C4/MS Branch requirements.
- b. Prepares, executes, and represents JFTC in all SLA related meetings and conferences.
- c. Monitors NATO technical CIS plans, policies, and initiatives with relevance to JFTC's training capabilities, and creates necessary provisions in the SLA to meet operational requirements.
- d. Supports preparation of advice for the JFTC leadership on all SLA related issues.

e. Provides written, verbal, and briefing inputs to Branch, Division, and JFTC leadership during planning and implementation of the JFTC IT platform related issues with special focus on SLA budgeting to ensure JFTC's needs within the NATO 2030 requirements.

f. Works with a range of equivalent wargaming and simulation stakeholders within NATO including the Strategic Commands, and externally with NATO Partners and relevant international and regional organizations including EU, as well as with industry and academia to tailor scenario design and objectives to sponsor requirements according to the NATO 2030 requirements.

Decision Authority - Authorized to make decisions regarding the work priorities of supporting staff assigned to specified initiatives. Authorized to adjust the day to day work priorities of the staff in order to ensure it is line with Commander, Deputy Commander/Chief of Staff, DH's, and the higher HQ's.

### **Special Requirements and Additional Duties:**

Lessons Learned (LL) is an integrated part of all activities. LL requests, planning, creation, collection, staffing and handling in accordance with the NATO LL Process as an integrated part of any activity.

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

a. Flexibility Clause: In order for the command to deal with emergent requirements, the incumbent may be required to perform other related duties as directed (in particular, the incumbent can expect to work as a member of Working Groups, Project Teams, etc. for defined periods of time).

b. Annual TDY Requirement: The incumbent may be required to undertake Temporary Duty (TDY) and/or travel within and outside NATO's boundaries for up to 100 days per year.

Personnel are expected to conduct themselves in accordance with the current NATO Code of Conduct agreed by the North Atlantic Council (NAC) and thus display the core values of integrity, impartiality, loyalty, accountability, and professionalism.

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.

## **ESSENTIAL QUALIFICATIONS**

### **Professional Experience:**

- 1) 2 years of experience working in NATO and/or a national military HQ at the operational level.
- 2) 4 years of experience leading within culturally diverse organizations; understanding stakeholder engagement, measures of effectiveness, risk management, and change management.
- 3) 2 years of experience in Strategic Management; understanding of principles, methodologies and best practices to promote continuous improvement of associated programs.
- 4) 3 years of experience in developing Change Initiatives related to organizational process improvement, technological improvement, organizational restructuring, and cultural transformations.
- 5) Possesses excellent communication skills, with the ability to present complex information clearly and the ability to effectively advise and positively influence senior leadership decisions.

### **Education/Training:**

University Degree in contract management, procurement or related discipline and 2 years function related experience, or Higher Secondary education and completed advanced

vocational training in that discipline leading to a professional qualification or professional accreditation with 4 years post related experience.

**Language:**

English - SLP 3333 - (Listening, Speaking, Reading and 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**

**Professional Experience:**

- 1) At least 3 years' experience in digital CIS equipment and systems.
- 2) Experience in developing technical policy level documents in a leading position.
- 3) At least 3 years of experience in CIS network and information systems.
- 4) Knowledge in the field of military Headquarters Computer Assisted Exercises in a multi-national environment, preferably NATO.
- 5) Experience on M&S systems in military training.
- 6) Experience in SLA process and resource management.

**Education/Training:**

- 1) Masters' degree in a post related discipline.
- 2) Resource Management Education Programme (RMEP) Course (M8-30).

**ATTRIBUTES/COMPETENCIES:**

- Personal Attributes: The incumbent is expected to be the JFTC's expert on all activities related to managing NATO CIS financial planning and institutional processes for JFTC Service Level Agreements (SLAs), as well as preparation and execution of CIS long term capability management in close coordination with NCIA and ACT.
- Professional Contacts: The incumbent maintains professional contacts with others inside and outside the organization/ provides advice and may negotiate. Could commit the organization to a COA.
- Contribution To Objectives: The work involves a major task directly affecting plans/management/policy and objectives of the HQ.
- Supervisory Responsibilities: Supervise and monitor the input/output of all assigned augmentee activities directly related to Wargaming design initiatives, projects, and programs. There are no reporting responsibilities.

**NOTE ON PLAGIARISM AND AI USAGE BY CANDIDATES IN RECRUITMENT:**

NATO will not accept any phase of the recruitment and selection prepared, in whole or in part, by means of reference documents without proper quotes (plagiarism), or any tools available on internet, including but not limited to translation facilities, or generative artificial-intelligence (AI) 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 tools will be rejected without further consideration, and NATO reserves the right to take further steps in such cases as appropriate.