



Duty Location: Brussels, Belgium

## VACANCY NOTICE

### Ground Segment Engineer

Technical Branch

Grade: A4

Reference Number: **A4-NAGSMA-210-1-12-BEL**

The NATO Alliance Ground Surveillance Management Agency (NAGSMA) is a NATO body chartered to procure and field the NATO-owned and operated Alliance Ground Surveillance (AGS) core capability. This post is assigned to the NAGSMA Technical Branch (TB) whose mandate is the confirmation of contract deliverables. The Technical Manager (TM) is overall responsible for: compliance with the Technical Requirements Document (TRD), technical advice as applicable to contractor deliverables, system integration and testing. The TB is structured to manage contract activities of the air, ground and support segments and is dedicated to system level integration, interoperability and testing.

- The Ground Segment Engineer ensures progress against plans and objectives on Ground Segment related aspects;
- He/She oversees systems engineering processes to ensure the timely satisfaction of AGS Core System operational requirements and that the related operational, functional and performance requirements for Ground Segment are correctly reflected in the system architecture and hardware design as implemented and tested in the final product;
- He/She oversees the technical design and development, verification, production readiness and product acceptance, and operational transition of the Ground Segment components of the AGS Core System;
- He/She is responsible for identifying Ground Segment and network related issues that may lead to delays to the programme, prohibit system certification or accreditation, limit operational capability, or result in cost impact to the programme;
- He/She is responsible for the successful implementation and verification of all Ground Segment and network requirements of the AGS Core System, including Air and Support Segment requirements, as applicable.

#### **Duties:**

Under the direction of the Technical Manager, but largely under own initiative, the incumbent will perform project duties and is responsible for effectively and efficiently managing resources to carry out the related responsibilities concerning AGS Core System Ground Segment and network matters, including:

- Co-ordinate and facilitate the activities to ensure the delivery of the Ground Segment related contractual products on time, with the requested performance and within the contractual price, through utilizing and organising NAGSMA technical, operational and programme support resources;
- In this capacity serve on the Systems Engineering Board to represent the Ground Segment with respect to the other AGS Core products;
- Oversee contract milestone/deliverable reviews, and other project meetings and manage technical interchange meetings for the Ground Segment;
- Supervise ground and flight tests for qualification and/or certification, and oversee the related activities of the designated Official Test Team;
- Identify schedule, cost and performance risks in his/her area of responsibility, evaluate the risk, assess mitigation plans and monitor implementation activities;
- Oversee contractor performance to ensure adherence to standards and delivery of products as defined in the contract;
- Provide recommendation to NATO programme management on acceptability of contractor's delivered products related to Ground Segment;
- Monitor the Ground Segment related strategies, plans, schedules, management methodologies, processes and metrics; and identify potential key stakeholders;

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- Translate operational to technical requirements and assure traceability of operational needs into delivered products; review studies; and assess industry's capabilities to integrate and produce the Ground Segment component of the AGS Core System;
- Manage Ground Segment Hardware and Software configuration, report causes of proposed configuration changes, and assess the impact to the programme;
- Participate in the identification of the equipment to be integrated in the NATO configuration of the Ground Segment and in modelling and testing of equipment to ensure adherence to requirements;
- Oversee the contractor's process to determine the final configuration of the NATO configured Ground Segment;
- Co-ordinate with other members of NAGSMA and other NATO entities to ensure that Ground Segment design and modifications fully reflect the operational, functional and performance needs of the user, while ensuring continuing system integrity and safety;
- Advise the Test and Acceptance Engineer on methods for Ground Segment qualification and certification testing, for setting up test plans and evaluate and resolve related issues that are discovered during testing;
- Provide advice about the final NATO configuration of the Ground Segment;
- Provide advice on Ground Segment and network related technology changes and implementations;
- Represent NAGSMA up to his/her level of authority at selected NATO committees and working groups and during interactions with governmental entities (NATO, SHAPE, Other Agencies, etc.) or industry;
- Assure achievement of the Ground Segment and network Certification;
- Provide support to elaborate the life cycle of the system;
- Deputize for the Technical Manager, as required; and
- Perform other related duties as directed by senior management.

### **Professional contacts:**

The Ground Segment Engineer:

- Liaises with members of the Agency, as required, on matters related to AGS core System;
- Maintains working relationships with relevant personnel at NATO Bodies and Agencies including, but not limited to SHAPE(AGSIO), NC3A, NACMA and NAPMA;
- Maintains working relationships with personnel from the relevant national and multi-national ISR programmes;
- Interacts with the Industry's Ground Segment engineer(s); this post will require the routine exchange of information with the contractor;
- This post will require close co-ordination with the User Requirements Branch and the User's community.
- Maintains close working relationships with other AGS members, Industry/Contractor counterparts and relevant personnel at NATO HQ, other supporting NATO Agencies, the Host Nation and other national agencies involved in the implementation of the AGS Core System;

### **Supervisory/guidance duties:**

- The incumbent shall provide technical direction and professional guidance to assigned staff and project teams from Nations/NATO/industry on Ground Segment and network related issues.

**Working environment:** Normal office environment.

### **Travel requirements:**

- Business travel to NATO, national and other facilities as required in the line of duty.

### **Essential qualifications and experience:**

- A university degree, or equivalent, in Electronic Engineering, information systems or other related field, preferably equivalent to a Master's and supplemented by relevant postgraduate qualifications;

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- At least eight years' experience in the successful Project Management of major C4ISR acquisition projects, including extensive track record in the management of assigned project staff, in leading project teams, and in sponsoring negotiations;
- Familiarity with aspects of requirements capture, specification and implementation of ground and communications systems;
- Experience working in a large, multi-national, fixed-price contract environment;
- Experience in leading complex multi-disciplined projects;
- Ability to exercise personal authority in his/her field of activity;
- Excellent communication and leadership skills and the ability to work well in a team, and with commercial contractors.

### Desirable qualifications

- Experience in and maintained an up-to-date knowledge of technical functions supporting the military operational deployment of C4ISR systems in both static and deployable environments;
- Formal qualification in Programme Management;
- Familiarity with satellite communications technologies and operations;
- Familiarity with the NATO Frequency Spectrum Supportability Procedures.

### Personal attributes:

- The incumbent should possess the personal qualities of tact, judgement and adaptability as well as good political awareness and motivational and listening skills. In addition, a sense of diplomacy and propriety in order to work harmoniously with colleagues and other staff, both civilian and military, from NATO and the NATO nations, as well as with staff from private scientific/industrial organisations is needed.

### Language proficiency:

- The incumbent must have a thorough knowledge of the English language, which is the official working language of the organisation. He/she will be called upon to deal with complex problems and to draw up documents in English;
- NOTE: All of the work of the NAGSMA is conducted in the English language.

### Starting Salary and Contract Offer:

- Starting basic monthly salary is 6,969.13 Euro and is exempt from income tax. Additional allowances may apply depending on the personal circumstances of the successful candidate.
- The Agency will only offer Definite Duration Contracts of three-years-duration with a possible extension of one or more years.

### How to apply:

To apply for this position, **you must complete an application form** together with Post Requirements Form (quoting reference "A4-NAGSMA-210-1-12-BEL") and send it to [recruitment@nc3a.nato.int](mailto:recruitment@nc3a.nato.int) by close of business:

**Friday, 30 March 2012**

Please note that **only nationals of the NATO AGS Participating Nations are eligible to apply for NAGSMA posts.** This includes nationals of: Bulgaria, Czech Republic, Estonia, Germany, Italy, Latvia, Lithuania, Luxembourg, Norway, Romania, Slovakia, Slovenia and United States of America.

German applicants who are active military personnel or civil servants are to submit their applications through the appropriate national authorities. Other candidates who are not one of these categories may send their applications to the German Delegation to NATO [I-11-na@brue.auswaertiges-amt.de](mailto:I-11-na@brue.auswaertiges-amt.de) or [Richard.Schell@diplo.de](mailto:Richard.Schell@diplo.de)

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Italian nationals are to submit their applications through the Italian Ministry of Defence, STATO MAGGIORE DELL'AERONAUTICA, 4° REPARTO 'Logistica', Palazzo Aeronautica, Viale dell'Universita, 4,00185 Roma, Italy.

- Candidates who are serving civilian members of NATO are requested to mention their telephone extension in their applications. Applications from serving civilian members of NATO should be made through the candidate's Head of Service, or through the Human Resources/Personnel Section of the NATO Body, whichever is appropriate.
- Applications from candidates who do not meet the required qualifications will not be taken into consideration.
- Please note that curriculum vitae will not be accepted, unless accompanied by a completed application form and post requirements form. Applications not submitted on the NATO application form will not be taken into consideration. NATO C3 Agency application forms can be downloaded from the internet at <http://www.nc3a.nato.int/Opportunities/Pages/Vacancies.aspx>