

QG007,008 (POOL): Technical Officers in GBAD (Lower-Level Air Threats / Passive Air Surveillance Projects)

Post No QG007, QG008/ Ref. No 2026_00266, 2026_00267

JOB DESCRIPTION (See link to the full job description in the blue box)

- A Bachelor's level qualification from a nationally recognised/certified University in a related discipline and 3 years' post-related experience. Alternatively, the lack of a Bachelor's level qualification may be compensated by the demonstration of a candidate's particular abilities or experience that is/are of interest to the Agency, and include at least 10 years' extensive and progressive experience in duties related to the function of the post.
- Proven track experience in project management with extensive knowledge in methodologies such as PRINCE 2®, PMI or equivalent.
- Conceptual thinking with the ability to analyse complex and wide-ranging questions, issues and information, with a structured approach to the problem-solving process, including providing recommended solutions and a proposed way forward.
- Ability to deal effectively with personnel at all organisational levels.
- Very good analytical, writing, communication skills and the ability to conduct complex operational, compliance and performance assessments.
- NATO's official languages are English and French. The work of this post requires fluency in English, while working knowledge of French is desirable.

QG007:

- Minimum five years' experience with passive surveillance Radar, Electro-Optical/Infra-Red (EO/IR) and acoustic sensors.
- In-depth technical and engineering knowledge of Radio Frequency (RF) Passive Coherent Locator, RF ESM Tracker, RF OTH, acoustic sensors & network, electro-optics & network; multi-sensor; AI processing.
- Demonstrated experience in specification and validation activities.
- Proficiency in technical writing.

QG008:

- Minimum five years' experience in Counter-Unmanned Aerial Systems (C-UAS) system specifically for small drones (i.e. threats flying below 500 feet).
- In depth technical and engineering knowledge of mobile C-UAS system including Kinetic, non-kinetic, laser or High-Power Electromagnetic effectors.
- Demonstrated experience in specification and validation of C-UAS systems.
- Proficiency in technical writing.

WHAT DO WE OFFER?

- Multicultural environment
- Initial three year contract with competitive monthly tax-free salary (subject to Article 19 of the Ottawa agreement on exemption of Taxation)
- Additional benefits for expatriate staff including expatriation and education allowances (where applicable) and additional home leave
- Excellent health coverage
- Great work/life balance
- Generous annual leave of 6 weeks plus official holidays
- Pension Scheme

POST DETAILS

- The successful candidate will be appointed at the lower grade.

- Basic monthly salary:

- A2 grade: EUR 7 849.98, tax free - before insurance and pension contributions.

- A3 grade: EUR 9 674.26, tax free - before insurance and pension contributions.

HOW TO APPLY?

All candidates (internal and external) should refer to the **FAQs** before applying.

NSPA internal candidates must submit additionally their latest completed **performance report**.

NSPA staff members of the same grade can submit a transfer request till 03 September 2026.

Applications sent via e-mail will be automatically rejected.

All application deadlines are based on the Central European Time (CET) zone.

IMPORTANT NOTES

Qualified redundant NATO civilian candidates of the same grade will be considered in priority.

Interviews are expected to be held approximately six weeks after the application closing date. The Talent Acquisition and Development Office shall let you know in due course the outcome of the screening process.

Moreover, due to the broad interest in NSPA and the large number of potential candidates, telephone or email enquiries cannot be dealt with.

The Agency would appreciate it if addressee countries could provide their support by submitting candidates whose security clearance can be effected (or confirmed) rapidly and who could report for duty as soon as possible after selection.

NSPA as an employer values diverse backgrounds and perspectives and is committed to recruiting and retaining a diverse and talented workforce. NSPA welcomes applications of nationals from all Member States and strongly encourages women to apply.

EMPLOYMENT STATUS REQUIREMENT FOR CURRENT MILITARY OR

ADMINISTRATION POST HOLDERS:

Please note that if you currently hold a military or administration post, you will be required to decide, in accordance with your national authorities' regulations, whether to retire or resign from your post, or apply for special leave from your national authorities. If you are invited to a preliminary interview, you will be asked to indicate your preference at that time as well.

IMPORTANT NOTE:

Your application should be submitted in one go and you **will not** be able to modify your data once submitted.