

O-1: Director

Post N° O-1 / Ref. No. 2024_00521

JOB DESCRIPTION - please click [here](#).

- University degree equivalent to Master's, preferably in the fields of business, management or logistics.
- Minimum ten years of senior leadership experience in operational logistics in a national environment.
- Demonstrated ability and extensive experience in creating and developing diverse, inclusive and high performing senior management teams through the application of inclusive leadership principles and practice.
- Wide experience in a senior leadership position in a sizeable organisation.
- A proven record of successful achievement of supporting mission objectives for large-scale operations, exercises and training in direct leadership roles of large logistics and support organisations.
- Specific experience in leading change management as a senior leader.
- Experience in building customer-focused environments with highly successful customer relationships.
- Ability to facilitate consensus building using strong negotiating skill to achieve desired outcomes.
- Demonstrated ability to work as an integral member of an executive level management team charged with developing and implementing strategic programmes.
- Specialised knowledge in the area of operational logistics support for deployment operations.
- Extensive experience in planning and execution in response to operational logistics requirements and short term notice requirements.
- Fundamental knowledge of resource management related to logistic support activities, base and airfield operations support or public works.
- Good knowledge of the operational environment, NATO and nations' Command and Control (C2) structure and multinational logistics support structures.

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 30 days plus official holidays
- Pension Scheme

POST DETAILS

- Basic monthly salary: EUR 14,949.34, tax free.
- This post will become vacant as of 1 March 2026.
- Initial duration of the assignment will be for 3 years. The contract may be renewed, but will not exceed the definite tenure of 6 years.

Position Number:
O-1

Ref. No.:
2024_00521

Position category:
Operations

Grade:
NATO grade 23:A6

Minimum educational level:
University Degree (Master) in relevant field or equivalent experience

Duty location:
Capellen, Luxembourg

Who can apply?:
NATO Civilian Staff and external candidates who are nationals of a NATO member country are invited to apply.

Application Deadline:
13 April 2025

Vacancy status:
Candidates evaluation ongoing

- Duty travel expected, in accordance with NATO policy, in support of approved operations and missions, on a case-by-case basis, by traveling to theatre/mission locations, especially where Agency personnel are/will be serving.

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**.

Applications sent via e-mail will be automatically rejected.

NSPA COVID MEASURES:

All deployable vacancy announcements include the requirement to be fully vaccinated at the time of receiving the offer of employment. No offer of employment shall be made to deployable candidates who refuse to be vaccinated.

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:

The Human Resources Executive 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.

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