

LD-282: Principal Project Manager - Ground based Air Surveillance Systems

Post N° LD-282/ Ref. No [2026_00012](#)

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

- Master's degree preferably in the field of engineering and business administration / management or fields combining engineering and management. Depending on the overall suitability of the candidate's profile, lack of a Master's level qualification may be compensated by a Bachelor's degree and the demonstration through the candidate's experience of knowledge and abilities equivalent to those that would be acquired through a relevant Master's level qualification in a field directly relevant to the post.
- Minimum five years' experience in project management, which must include assignments as project manager for sizable complex systems acquisition projects in international environments and systems upgrade/modification projects in the Defence Industry.
- Very good knowledge of and experience in management principles, practices and methods of control including required management tools.
- General understanding of international cooperation frameworks in the NATO and NATO Support and Procurement Organisation (NSPO) environments from the conceptual, legal and funding viewpoints.
- Ability to facilitate/present persuasively to gain buy-in and effective negotiations skills to achieve desired outcomes including business growth.
- Ability to multi-task, manage time and work effectively under pressure while producing high-quality products under short-notice deadlines.
- Ability to develop resourceful and effective solutions to problems (including personnel), focus on team performance goals and track metrics to measure performance improvements.
- Ability to deal with national representatives at all officer levels.
- Sound digital literacy with experience in using office automation systems and software applications, e.g. Microsoft Office Suite (Word, Excel, and PowerPoint).
- Experience in project management, which must include assignments as project manager for sizable complex systems acquisition projects in international environments and systems upgrade/modification projects in the Defence Industry
- General understanding of international cooperation frameworks in the NATO and NATO Support and Procurement Organisation (NSPO) environments from the conceptual, legal and funding viewpoints.
- A recognised Project Management Certification [e.g. PRINCE2® Practitioner or Project Management Professional (PMP)].
- Good knowledge of NATO Resource processes, the NSIP and the NATO Military Budget processes and understanding of the Host Nation's (HN) role in the delivery of NSIP projects.
- Good knowledge of long-range air surveillance radars and of the NATINAMDS
- Experience in the application of Integrated Logistic Support (ILS) and Logistic Support Analysis (LSA) methodologies and logistics engineering in general, both in the acquisition and in the service phase, preferably in the area of ground-

Position Number:
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Position category:
Engineering

Minimum educational level:
University Degree (Master)

Grade:
NATO grade 20:A4

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

Application Deadline:
17 March 2026

Type of project:
Current publication

Vacancy status:
Receiving applications until deadline

based sensors

- NATO's two official languages are English and French. The work of this post is mainly conducted in English, therefore fluency in that language is essential and working knowledge of French is desirable.

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 11 231.51, tax free.

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 10 March 2026.

Applications sent via e-mail will be automatically rejected.

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.

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:

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

data once submitted.