

AF-31,39,41,42 (POOL): Guard

Post N° AF-31,39,41,42/ Ref. No 2025_00834

JOB DESCRIPTION - please click [here](#)

- Secondary school (lower cycle), equivalent education, or relevant professional experience.
- Ability to meet the physical and firearms standards laid down in NSPA prescriptive documents.
- Preferably previous active duty with a public service such as armed forces, police or gendarmerie, or experience in executing similar guard duties with other services.
- Ability to lead a small team of guards.
- Certified first aid responder, subject to Agency provision of relevant training.
- Certified first intervention firefighter, subject to Agency provision of relevant training.
- NATO's official languages are English and French. Both languages are important in the work of this post, therefore fluency in French and working knowledge of English are essential.

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

- Basic monthly salary: EUR 4 321.02, 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 18 February 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.

Position Number:
AF-31,39,41,42

Ref. No.:
2025_00834

Position category:
Security

Minimum educational level:
Full secondary school

Grade:
NATO grade 4:C3

Duty Location::
Luxembourg - Capellen

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

Application Deadline:
11 March 2026

Type of project:
Status of closed vacancies

Vacancy status:
Candidates evaluation ongoing

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.