

O003: Principal Operations Planning Officer

Post N° O003/ Ref. No 2025_00923

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

- University degree in a relevant field of study or equivalent experience.
- Practical experience of military and contracted logistics planning and execution at HQ and NATO Command Structure level.
- Good knowledge of Support to Operations Directorate, its responsibilities and underlying processes.
- Ability to work in a multinational team towards strategic objectives and develop a team spirit that increases performance.
- Ability to embrace and lead change while remaining flexible/adaptable to emerging requirements.
- Ability to facilitate/present with strong persuasion to secure buy-in and highly effective negotiating 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 complex problems, to set performance goals and expectations, to develop policy and metrics, to measure performance and to engage problems early to mitigate risk and redirect performance.
- Ability to communicate, to promote concepts, to foster international cooperation, to participate in and conduct international meetings.
- Good knowledge of the military logistics environment at national level and of the NATO Command Structure.
- Proven high analytical ability and structured approach to complex tasks are key qualifications.
- Military staff officer training or equivalent.
- Specialized knowledge and expertise in the area of operational logistics support for planning exercises and operations.
- Proven success in managing logistics in an international environment.

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 11 231.51, tax free - before insurance and pension contributions.
- This post is deployable. The incumbent of this post may be required to deploy or may be assigned to a remote location, to perform duties (inside or outside a theatre/deployment location) in support of Council-approved operations/missions or in support of national or multinational operations/missions authorised by the Agency Supervisory Board of NSPO.

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 25 May 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.