

# OE078 - POOL: Principal Technical Officer

Post No OE-078 POOL/ Ref. No 2025\_00215

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

- Master's level qualification in Civil Engineering, Mechanical or Electrical Engineering, equivalent education, or relevant professional experience.
- Minimum ten years' experience in civil, engineering and the construction and maintenance of complex infrastructure.
- Resource management expertise related to civil engineering activities, base operating support or public works.
- Comprehensive experience in system engineering practice and project management.
- Experience in Portfolio management and/or infrastructure strategic planning.
- Ability to develop resourceful and effective solutions to complex problems (including personnel), ability to set performance goals and expectations, to assist the Programme Manager / Branch Chief with the development of policy and metrics, to measure performance and to engage problems early to mitigate risk and redirect performance.
- Familiarity with construction law, regulations and technical standards
- A recognised project management certification [e.g. PRINCE 2® Practitioner, Project Management Professional (PMP)]
- NATO's official languages are English and French. The work of this post requires fluency in English, while 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 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 3rd June 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.