

HD POOL: Talent Management / Development Specialist

Post N° HD POOL/ Ref. No 2024_00418

JOB DESCRIPTION - please click [HD4 & HD5](#), [HD2](#).

- Complete secondary education, equivalent education, or relevant professional experience.
- Minimum 4 years' experience in talent management, organisational development or similar role.
- Strong knowledge of talent management best practices and current trends.
- Excellent interpersonal and communication skills.
- Familiarity with Human Resources Information System (HRIS) and talent management software.

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:
 - 10:B4 - EUR 5 364.39, tax free.
 - 12:B5 - EUR 6 105.18, 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 04 march 2025.

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

Position Number:
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Position category:
Human Resources

Grade:
NATO grade 10:B4

Minimum educational level:
Full secondary school

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:
20 March 2025

Vacancy status:
Receiving applications until deadline

Comments:
This position will be filled subject to final approval.

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.

IMPORTANT NOTE:

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