

# LD-278: Senior Technical Officer (Senior Developer)

Post N° LD-278/ Ref. No 2025\_00745

## JOB DESCRIPTION - please click [here](#)

- University degree in Computer Science, Software Engineering, or related field.
- At least eight (8) years of professional software development experience, with at least three (3) years in a leadership role
- Strong experience in software architecture design, system integration, and performance optimization
- Strong knowledge of system accreditation processes and compliance standards
- Proven expertise in software development using C#, .NET, .NET Framework/Core, WinUI, Angular, Windows Presentation Foundation (WPF), and service-oriented architectures
- Track record of successfully leading development teams and delivering complex projects.
- 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 9 674.26, 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 17 March 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:**  
LD-278

**Ref. No.:**  
2025\_00745

**Position category:**  
Information Systems  
and Technology

**Minimum educational level:**  
University Degree  
(Master)

**Grade:**  
NATO grade 17:A3

**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:**  
14 April 2026

**Vacancy status:**  
Receiving applications  
until deadline

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.