

# LM272: ILS Manager (ILSM) BOXER

Post No LM272/ Ref. No 2026\_00068

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

- University degree in mechanical engineering or other ILS-related topic.
- Minimum five years' experience as project engineer supporting complex military systems, in particular armoured vehicles.
- Ability to develop resourceful and effective solutions to problems (including personnel), focus on team performance goals and track metrics to measure performance improvements.
- Demonstrated ability and experience in creating and developing diverse, inclusive and high performing teams through the application of inclusive leadership principles and practice.
- An extensive overview of the BOXER programme including details of contracting partners, contracting agencies, industry partners, current / future user nations including vehicle types and variants.
- An in-depth knowledge of the operating procedures and business strategies employed by the contract partners within the BOXER programme.
- An in-depth understanding of the services that NSPA provides to the BOXER user nations and related processes.
- An in-depth understanding of the BOXER logistics qualification process.
- A thorough knowledge of the ILS requirements within the BOXER design development, series production and In-service support contracts.
- A thorough knowledge of the BOXER logistics data package and the associated regular data deliveries.
- Knowledge of the areas of concern and risk within the BOXER programme and associated historical background.
- An extensive knowledge of key personnel within the BOXER programme (BOXER nations, NSPA and Industry partners).
- 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 04 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.