

IT-152 Systems Analyst

Post N° IT-152/ Ref. No 2025_00064

JOB DESCRIPTION - please click [here](#)

General Qualifications

- University degree in (preferably in computer sciences), equivalent education, or relevant professional experience.
- Organisational and project management abilities; proven ability to work as a member of multinational/multi-disciplinary teams (including contractors), dealing with complex, interrelated technical issues.
- Proven experience of at least eight years in Information Technology (IT) e-Business applications, business automation and systems.
- Ability to communicate clearly and effectively, both orally and in writing, in technical and non-technical areas with technicians and non-technical managers particularly in trying circumstances.
- Proven ability to analyse and document IT concepts and architectures.
- Ability to work independently, to be self-motivated, to work under stress and to tight deadlines.

Specific Qualifications

- Five to eight years' experience in the IS field, of which at least five years are in web application projects.
- Broad technical background in the area of IT [including the Agency's enterprise software (SAP), EDI, networking, internet and operating system technology, systems security] and proven ability to develop and document IT Concepts and architectures.
- Good knowledge of database design and multi-tiered client/server design.
- Broad knowledge of the latest development tools and techniques: C# ASP.NET and Structured Query Language (SQL) in an environment consisting of MS Windows servers, MS Internet Information Services (IIS) servers, MS-SQL servers and Oracle Database Servers.
- Knowledge and experience of EDI, ASD S2000M, X12, ATA 2000 and Enterprise Application Integration (EAI) systems and technologies.

LANGUAGE QUALIFICATIONS

- 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

Position Number:
IT-152

Ref. No.:
2025_00064

Position category:
Information Systems
and Technology

Grade:
NATO grade 15:A2

Minimum educational level:
University degree
(Bachelor) or
equivalent

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:
16 May 2025

Vacancy status:
Suspended

- Generous annual leave of 30 days plus official holidays
- Pension Scheme

POST DETAILS

- Basic monthly salary: EUR 7 599,21 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 May 2 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 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.