

IS-59: Senior System Engineer (Cyber Security) - POOL

Post N° IS-59/ Ref. No 2026_00067

JOB DESCRIPTION - please click [here](#)

- University degree (preferably in computer sciences with a specialisation in information security) or relevant professional experience.
- Demonstrated organisational and project management abilities to successfully work as a member or leader of multi-national/multi-disciplinary teams (including consultants), dealing with complex, interrelated technical issues.
- Very good understanding of the underlying concepts of IS/IT production.
- In-depth knowledge of ICT security and network concepts, policies and procedures, and large experience in developing, implementing, managing and maintaining ICT security and network.
- At least five years of proven experience in the information systems security field; of which, at least three years in a heterogeneous, complex environment with UNIX systems, Windows servers and security appliances.
- Hands-on experience establishing and configuring security controls for cloud infrastructure and Microsoft 365.
- Hands-on experience with container security.
- Hands-on experience with encryption technologies and key management.
- NATO's two official languages are English and French. The work of this post is mainly conducted in English, therefore fluency in that language is essential and 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 26 March 2026.

Applications sent via e-mail will be automatically rejected.

All application deadlines are based on the Central European Time (CET) zone.

Position Number:
IS-59

Ref. No.:
2026_00067

Position category:
Information Systems
and Technology

Minimum educational level:
University degree
(Bachelor)

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:
23 March 2026

Vacancy status:
Receiving applications
until deadline

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.