

VACANCY NOTICE
SSC 01-13

Applications are now invited for the post of Analyst/Programmer (System SW), NATO grade A-2, at the North European Command – Command and Control Information System – System Support Centre ([NEC CCIS SSC](#)) located in Kolsås, Norway.

Applications must be made on the [JWC application form](#). The JWC application form and additional information is available on the JWC internet website: www.jwc.nato.int. Please quote vacancy number SSC 01-13 and send the application by email in Microsoft Word format to civ.recruitment@jwc.nato.int no later than 17 March 2013.

Curriculum Vitae or resumes alone will not be accepted. The application forms may be supported by up to three one-page attachments providing copies of the most relevant educational or vocational training certificates required for this post. Candidates should not send any additional documentation (such as letters of appreciation, etc.) until requested to do so. Receipt of applications will be acknowledged by automatic return e-mail. Should you not receive an automatic electronic acknowledgement within three working days of submitting your application, please resubmit the application. Only applications from nationals of NATO member states can be accepted.

Applications must be submitted by email to: civ.recruitment@jwc.nato.int

Closing Date for applications: 17 March 2013

Location: Kolsås, Norway

- **Notes for candidates:** the candidature of NATO redundant staff at grade A-2 will be considered before any other candidature.
- **Notes for NATO Civilian Human Resources Managers:** if you have qualified redundant staff at grade A-2, please advise JWC CPO no later than the closing date.

Appointment: The successful applicant will be offered a definite duration contract with expiration date no later than 31 December 2015, and which, subject to satisfactory performance, may be followed by a further definite duration contract. The NEC CCIS SSC is a legacy organisation. Currently it is planned that this post will be deleted in 2016. Serving staff will be offered a contract in accordance with the NATO Civilian Personnel Regulations.

Salary: Starting basic salary is NOK 55,607 per month (tax-free). Additional allowances may apply depending on the personal circumstances of the successful candidate. For further details see NATO Terms & Conditions on the JWC internet website : www.jwc.nato.int

[Applications not submitted on the JWC Application Form will not be taken into consideration.](#)

Summary of duties and required qualifications for the post of Analyst/Programmer (System SW)

Job Title	Analyst/Programmer (System SW)
PE Post Number	ZSC OKS 0040/OSC OKE 0040
Rank/Grade	A-2
Service	System and Engineering and Implementation Section
Schedule	Full-time
Duty Location	Kolsås (NOR)

The NEC CCIS System Support Centre (SSC) is responsible for the development and maintenance of the Northern European Command, Command and Control Information System (NEC CCIS). The SSC performs perfective, adaptive and corrective maintenance of NEC CCIS to ensure compliance with NATO and national operational and technical requirements. The SSC also provides CCIS support to NATO and national units during live operations and exercises. System Engineering and Implementation Section has the responsibility for system engineering of NEC CCIS. It is responsible for requirement acquisition, design and implementation of Operational Functionality, development of generic maintenance tools and database-to-database interfaces, database replication software, software integration and system generation, and maintenance of technical and generic documentation of NEC CCIS. This post provides analytical, design and programming support mainly within the area of Operational Functionality development and maintenance including database replication. The post also supports development and maintenance of the NEC CCIS generic software maintenance tools, and the NEC CCIS message automation environment. In addition development of various software modules through Java programming is provided.

Primary Duties or Responsibilities

- Analyses and prepares operational requirements and design specifications.
- Implements operational requirements via the NEC CCIS generic software maintenance capabilities in the form of formatted messages, totes and graphics with main focus on sophisticated graphics in NEC CCIS, for instance Air Planning directly on the NEC CCIS GIS.
- Responsible for development and maintenance of an integrated development environment for automation of formatted messages against the database.
- Assists Senior Analyst (System SW) in all aspects of development and maintenance of the generic NEC CCIS software maintenance tools and associated documentation.
- Produces Java code for use in NEC CCIS interface software, the NEC CCIS message import front-end and Java plug-ins to the NEC CCIS client
- Participates in engineering and implementation of the NEC CCIS-to-ICC System Interface (NISI), which feeds status data into CC AIR from subordinate headquarters and transmits directives down the command chain.
- Designs and implements complex database models and structures that ensure data consistency and integrity, both within individual NEC CCIS operational areas, and between adjoining areas.
- Prepares and performs tests of completed software modules, and analyses error reports from NEC CCIS users.
- Develops test scenarios and maintains test databases.
- Participates in integration, generation and testing of complete NEC CCIS software builds.
- Provides support to user communities as required, in particular during exercises and training and in situations where on-site expertise is necessary for technical problem-solving reasons.
- Participates in forums for systems design and engineering.

Additional Duties or Responsibilities

The incumbent may be required to undertake operational deployments and/or TDY assignments both within and without NATO's boundaries.

The employee may be required to perform a similar range of duties elsewhere within the organisation at the same grade without there being any change to the contract

The work is normally performed in a typical Office environment. Normal Working Conditions apply.

The risk of injury is categorised as: No risk / risk might increase when deployed

Reports to Section Head (SEI), ZSC OKE 0010

QUALIFICATIONS**Language**

English SLP 3333 (Listening, Speaking, Reading and Writing)

Note: The work both oral and written in this post and in this Headquarters as a whole is conducted mainly in English.

Education/Training

University degree in computer technology or similar field, and at least three years of relevant experience, or higher secondary education, coupled with advanced vocational training in computer technology or similar field, and at least seven years of relevant experience.

Professional/Experience

At least three years experience in systems engineering, systems analysis, programming and data processing.

Good technical knowledge of computer hardware, software architecture and operations including programming techniques and several programming languages.

Working knowledge of modern software development and testing methodologies. This includes knowledge of tools such as version control systems, integrated development environments, build scripts, design patterns, refactoring, code metrics, and automated testing frameworks.

Knowledge and experience with relational database systems, including Standard Query Language (SQL).

Advanced Java programming skills.

Experience with ADatP-3.

Security Clearance

NATO SECRET

DESIRABLE QUALIFICATIONS**Professional/Experience**

Practical experience with Oracle and SQL database management systems, Oracle Forms and Oracle PL/SQL programming language.

Proficiency in the use of "C" and Scheme programming languages.

Detailed knowledge of and extensive experience with XML and XSL.

Practical experience with UNIX and Windows operating systems.

Theoretical understanding of Command and Control systems.

Understanding of or experience with the generic concepts of NEC CCIS.

Experience with the ACCS or OPUS client software.

CIVILIAN POSTS

Personal Attributes

Good interpersonal and communication skills. Must be able to work as a member of a team. An analytical, systematic and pro-active approach is important. The duties will require the capacity for original thought. The incumbent should be well motivated and capable of working independently and under pressure, some irregular working hours and some travel on duty.

Professional Contacts

Regular exchange of information with operational users of the NEC CCIS. Attends various NATO working groups concerned with CCIS issues. Some working level contacts with Norwegian and Danish agencies/operational units using NEC CCIS. Maintains contact with commercial IS service providers.

Contribution to the Objectives

This post contributes significantly to availability and performance of CCIS systems in operation.