



JOINT FORCE COMMAND NORFOLK

THIS JOB IS A TEMPORARY POSITION

Vacancy Number: 23/007

Job Title: Section Head (Targeting Intelligence Support)

Basic Monthly Salary: \$10,090.40, not exempt from taxation

Closing Date: Wednesday, 22 February 2023, 2359 EST (UTC-5)

Joint Force Command Norfolk (JFCNF) is seeking to hire a Section Head (Targeting Intelligence Support) to support JFCNF in delivering intelligence support to targeting contribution.

GENERAL BACKGROUND:

JFCNF Headquarters is located in Norfolk, Virginia and it is the only operational NATO command in the United States. JFCNF serves as the bridge between Europe and North America and was established to project stability, deter aggression and defend NATO's allies in the North Atlantic and High North, from seabed to space.

POST DESCRIPTION:

Location: Norfolk, VA, USA

Directorate/Division: Operations Directorate/J2 Division

Security Clearance Required: COSMIC TOP SECRET/B

Post Context/Post Summary

JFCNF provides a Joint Headquarters to plan, prepare and conduct operations to support NATO's core tasks at the Joint Operational Level, as directed by the Supreme Allied Commander Europe (SACEUR).

The Operations Directorate is responsible for directing, monitoring, assessing and coordinating operational effects and staff functions. It assists and provides advices in the execution of assigned responsibilities and duties regarding all regionally focused operational activities.

The J2 Division carries out Intelligence and Knowledge Development in order to support the planning, conduct and assessment of operations within the framework of a comprehensive approach to cover the trans-Atlantic area.

The incumbent will be responsible for the delivery of JFCNFs intelligence support to targeting contribution. During Peacetime Vigilance activities as well as in crisis and MLE they will synchronize and prioritize target development (Cognitive, Virtual and Physical) against COM JFCNF priorities and coordinate with Centralised Targeting Capacity (CTC) in the development of target material production. They will be the principal contributor to managing the development of targeting materials IAW SACEURs AOR Strategic Plan, and will also be responsible for maintaining close coordination across ACO and nations in the development and prioritization of Target System Analysis (TSA) and Target Audience Analysis (TAA) development, to ensure prudent target planning and properly allocation of resources.

Principal Duties

The incumbent's duties are:

- a) Advise ACOS J2, ACOS J3, BH Joint Effects and DCOS Ops on target development (TD) priorities and coordinate recommendations through the JFCNF Battle Rhythm to support JFCNFs planning in support of SACEUR's AOR Strategic Plan (SASP), SACEURs Strategic Directive (SSD) and Joint Coordinating Guidance (JCG) development.
- b) Manage JFCNF Target Systems Analysis (TSA) contribution; liaise across the staff to ensure priorities are coherent with the SASP, SSD, JCG and Joint Effects Priorities.
- c) Support the JFCNF Battle Rhythm process, identify, and advise on priorities for TD and synchronization across domain and JFC.
- d) Coordinate with CTC in the development of JFCNF TD production plan in conjunction with other NATO organisations and national TD producers.
- e) Collaborate with CTC on the addition of Advanced Targeting inputs to target folders.
- f) Engage with CTC on measures of effect/performance of TD production across NATO and nations, collecting and reporting on TD production metrics.
- g) Maintain and enforce the standards of TD, assuring interoperability in TD standards and format within ACO and with nations.
- h) Coordinate with Joint Intelligence Direction and Support (JDS) Branch and Joint Intelligence Collection Branch, other JFCs and CTC on supporting the production of Phase 3 (systemic) Battle Damage Assessment (BDA) reports during operations.
- i) Maintain a close working relationship with NATO TSA/TAA producers, subject matter experts within NATO, MoU Organisations and nations, as well as CTC and NIFC, to ensure best use of federation and the expertise available.
- j) Achieve and maintain necessary Targeting qualification and certification.
- k) In conjunction with the JDS Branch Head, update relevant policy and doctrine with regards to Target Development and TSA.
- l) Contributes to relevant ACO/JFCNF Intel Boards, Committees and Working Groups.
- m) Prepare and plan for JFCNF target development and BDA augmentation for Exercises and Crisis.

Special Requirements and Additional Duties

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 Normal NATO office working environment.

Normal Working Conditions apply.

The risk of injury is categorised as: No Risk

Essential Qualifications

a. Professional/Experience

- 1) Professional Intelligence Operator.
- 2) Qualified Targeteer and deep targeting expertise.

b. Education/Training

University Degree in criminology, police, public or business administration, administration of justice, criminal law, comparative general management, political theory, behavioural or social psychology or related discipline and 4 years post related experience, or Higher Secondary education and completed advanced vocational training in that discipline leading to a professional qualification or professional accreditation with 5 years post related and 2 years function related experience.

c. 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.

Desirable Qualifications

a. Professional Experience

Experience of Targeting and/or intelligence in a joint, combined or NATO environment.

Attributes/Competencies

Personal Attributes

The incumbent must display logical thought and demonstrate independent judgement to develop and maintain Commander JFCNF's intelligence support to targeting support. They must be able to provide high-level advice and briefings to senior officials. They must have strong communication skills, both oral and written. They must be methodical in their approach and must be able to engage with multiple organisations and nations to deliver coordinated timely intelligence support to targeting products. Problem analysis skills and critical thinking underlie the incumbent's contribution to the development of effective targeting strategies. May be required to perform duties outside normal working hours in support of mission essential requirements on short notice. The incumbent must have experience working directly in the military intelligence or targeting field.

a. Professional Contacts

Internally: Staff members and their supervisors at the ACOS, DACOS and Branch head level, Joint Intelligence Collection Branch and Joint Intelligence Direction and Support Branch.
Externally: Policy/decision markers at JFCNF; NATO agencies; HQ NATO; and with Nations either through their SNRs or as required directly with MODs.

b. Contribution To Objectives

This position will be fundamental to the management, development and delivery of COM JFCNFs targeting strategy, which will directly contribute to COM JFCNF's mission and work in partnership with the wider NATO targeting community to develop a coordinated approach to targeting.

This post reports to JFN OICX 0010 – Branch Head (Joint Intelligence Collection), OF-4

REMARKS:

Duration of contract: not to exceed 12 months. Upon budgetary approval, a further contract may be offer.

In view of the nature and of the urgency of the temporary positions we are looking to fill, it is important for candidates to be available for temporary employment on short notice. In practice, this implies either being in possession of valid NATO security clearance at the time of application, or having been in possession of such a clearance with the possibility to reactivate it swiftly. We therefore only encourage applications for temporary positions if you are already, or have previously been, in possession of a valid NATO security clearance.

HOW TO APPLY FOR A TEMPORARY CIVILIAN POST AT JFCNF:

Applications are to be submitted via email to JFCNFSPTJ1Recruitment@jfcnf.nato.int and include a Cover Letter (max 1 page), Curriculum Vitae (max 2 pages), relevant certifications and two professional references.

DO NOT include the following information: Classified or government sensitive information; Social Security Number; Photos of yourself; Personal information, such as age, gender, religious affiliation, etc.; or encrypted and digitally signed documents.

Current and past civilians working for NATO or any Coordinated Organisation, shall indicate their last grade and step held (next to job title), and specify the name of employing NATO body or Coordinated Organisation.

Remarks:

- A) Only nationals from the 30 NATO member states can apply for vacancies at JFCNF.
- B) Applications are automatically acknowledged within one working day after submission. In the absence of an acknowledgement please make sure the submission process is completed, or, re-submit the application.
- C) Due to limited capacity, we are unable to accommodate Candidates' individual telephones or e-mail enquiries. All candidates will receive an answer indicating the outcome of their application.
- D) Feedback will not be provided to unsuccessful applicants.