



Job/Post Number: OLC OIAC 0100

Title: Social/Media Analyst

Division: G2 Division

Clearance Level: NATO SECRET

Grade: A3/G17

Basic Salary: 192,254.06

Additional Benefits: For other allowances, privileges & tax exemptions see Section 7

NATO Body/Post Location: ACO / Headquarters Allied Land Command, Izmir (Türkiye)

Closing Date: 21 March 2025

1. Post Context/Post Summary

Allied Land Command (LANDCOM) HQ is the Theatre Land Component and Land Advocate responsible for coordinating and synchronizing NATO and Partner Land Forces by enabling land domain readiness, interoperability, standardization, and competency; on order deploys headquarters elements to provide planning, coordination, and command capabilities to Allied forces.

The Operations Directorate is responsible to Chief of Staff (COS) for monitoring and coordinating operational staff functions.

The G2 Division is responsible for the provision of intelligence on all external factors that may influence LANDCOM operations and especially the status and foreseen activities of opposing forces.

The Knowledge Development and Assessment Branch processes the collected information into intelligence, collates and evaluates intelligence products and operational reports and supports the target development process.

The Military Land Threat Assessment Section is responsible for producing intelligence reports on military land threats in LANDCOM Area of Interest to satisfy standing Information Requests and for producing a periodical intelligence summary.

The Social/Media Analyst is responsible for creating and providing intelligence on social groups, cultural values and information systems to assess the beliefs, attitudes and behaviours of social groups and identify potential synergies and hindrances for the accomplishment of the mission.

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2. Principal Duties

The incumbent's duties are:

Provides the command with objective, scientifically based analytic capability regarding to social groups in LANDCOM geographical Area of Interest.

Conducts analytic studies of social/information systems to support planning and command decision making. Provides analysis to support joint operations, logistics, political military affairs, war gaming, and advocacy for Land Forces.

Develops in-depth knowledge of the ideology, doctrine and strategy of potential NATO adversaries.

Develops or oversees the development of analytical tools and methodologies to meet the HQ's needs.

Provides social/information analysis in support of the Operational Planning Process.

Provides social/information analysis to support Assessment Processes.

Expands Priority Intelligence Requirements and Intelligence Requirements into Specific Intelligence Requirements (SIR) and Essential Elements of Information (EEI) within the functional area.

Updates the IR/SIR/EEI as questions are answered by the output of the intelligence production plan.

As PIR and IR help provide the Commander with an understanding of the entire Operational Environment, ensures that the Headquarters'

Collection Plan includes questions concerning potential adversaries, social/information considerations and perspectives. The intent is to assist the entire staff in preparing the Commander for making the most informed decisions.

Coordinates with associated HQs as necessary to ensure intelligence requirements are met.

Supports development of doctrine and procedures and provides subject matter expertise within the functional area.

Maintains awareness of current activities and developments across the full spectrum of HQ's roles, missions, and staff areas to identify requirements for Social/Information Analysis.

Maintains leading-edge professional knowledge in the field of Social/Information research, and in particular its application in military operations.

Leads in training on Social/Information Analysis within the HQ's and provides support training for NCS and NFS.

Interacts on a regular basis with high ranking civilian officials both within the NATO analytic community and areas of possible conflict. Supports exercises (FTX, CPX, CAX).

Supports all types of exercises and may have to contribute to Combat Readiness Evaluations.

Contributes to the Lessons Learned process.

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3. 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 incumbent may be required to undertake operation deployments and/or TDY assignments both within and without NATO's boundaries for up to 180 days. The incumbent's Notice To Move is 180 days.

The work is normally performed in a Normal NATO office working environment.

Normal Working Conditions apply.

The risk of injury is categorized as No Risk.

4. Essential Qualifications

a. Professional/Experience

(1) Sociology and cultural studies

Sociology and cultural studies is the study of human beings and the way they behave in groups and in relation to society. The study of ethnology and social anthropology are included here, likewise the study of human and social geography.

Skill Level (Enable)

Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Plans own work to meet given objectives and processes. Influences customers, suppliers and partners at account level. May have some responsibility for the work of others and for the allocation of resources. Participates in external activities related to own specialism. Makes decisions which influence the success of projects and team objectives. Work includes a broad range of complex technical or professional activities, in a variety of contexts. Investigates, defines and resolves complex issues. Selects appropriately from applicable standards, methods, tools and applications. Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences. Facilitates collaboration between stakeholders who share common objectives. Plans, schedules and monitors work to meet time and quality targets. Rapidly absorbs new information and applies it effectively. Maintains an awareness of developing technologies and their application and takes some responsibility for driving own development.

Experience

A minimum of 4 years of relevant international analytical experience, Master's degree level completion of any social/information discipline demonstrating the capability to learn the attributes and impacts of these disciplines and then relay them into a planning or knowledge development process.

(2) Intelligence (General)

Activities that encompass planning, managing, and conduct of activities to collect, analyse, process, exploit, produce, and disseminate intelligence information, including human, identity, signal, imagery, and measurement and signature intelligence; assess industrial, technological, geographical, and sociological factors; use processed intelligence information to support military operations; prepare intelligence assessments;

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use and manage intelligence data handling systems; and exchange information and intelligence with other MoD, NATO HQs, agencies and organizations.

Skill Level (Enable)

Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Plans own work to meet given objectives and processes. Influences customers, suppliers and partners at account level. May have some responsibility for the work of others and for the allocation of resources. Participates in external activities related to own specialism. Makes decisions which influence the success of projects and team objectives. Work includes a broad range of complex technical or professional activities, in a variety of contexts. Investigates, defines and resolves complex issues. Selects appropriately from applicable standards, methods, tools and applications. Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences. Facilitates collaboration between stakeholders who share common objectives. Plans, schedules and monitors work to meet time and quality targets. Rapidly absorbs new information and applies it effectively. Maintains an awareness of developing technologies and their application and takes some responsibility for driving own development.

b. Education/Training

(auto-generated based on the grade and the NATO Occupational Codes)

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.

The additional job specific qualifications and experience is described under Professional/Experience paragraph (4/a). In case of ambiguity the required job specific experience have priority over the standard education and training levels and experience described here.

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.

d. NATO Occupational Codes

50314 - Sociology and cultural studies

5M2A - Intelligence (General)

5. Desirable Qualifications

a. Professional Experience

A broad international social/information background. Experience in an international organization, national organization with an international focus or experience in the social/information domain.

Extensive experience in supporting national and/or NATO military HQs, to include during operations.

b. Education/Training

Master's degree level completion of any social/information discipline demonstrating the capability to learn the attributes and impacts of these disciplines and then relay them into a planning or knowledge development process.

c. Language

Russian/Arabic - Working knowledge of Listening and Reading.

6. Attributes / Competencies

- Personal Attributes

Mature individual, able to work with and through the inherent NATO military structure. Good inter-personal and professional interaction skills. Must understand the staff, its function, and the nature of military operations being conducted. Furthermore, needs to be an effective communicator of results, confident in dealing with very senior officers. Able to brief succinctly and write effectively. Must have a sound academic / scientific background to forecast the behaviour of social group and propose actions to modify it for the benefit of LANDCOM mission. Works well under pressure and can cope effectively in a demanding multinational, operational military headquarters. Is poised, tactful, cheerful, and highly adaptable

- Professional Contacts

Liaises with external organizations with in relation to social/information expertise. Interacts with social/information specialists and the academic community who might provide reach-back of every variety and with whom he serves as a translator for military intent and local social/information expertise.

Deals with key individuals capable of bringing the requisite specific social/information considerations and knowledge into the operational and planning processes, as he will need to interact with them in order to assess the diversity of social/information perspective in targeted operational environments.

Interacts with NATO and National social/information specialists and organizations, as well as social/information professionals in the NCS and NFS, in order to facilitate the development and understanding of coherent training, analytical, and planning products at the joint and strategic level, which are fused and communicated to those in the operational and tactical domains.

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- Contribution to Objectives

Ensures the intricacies and subtleties of social/information problem sets are incorporated into Operational Planning processes and as part of the Knowledge Development necessary to create the understanding by the Commander to make informed decisions.

- Supervisory Responsibilities

There are no reporting responsibilities.

- Position Reporting

This post reports to:

OLC OIAC 0010 - Section Head OF – 4

This post does not deputize anybody

This post is not deputized by anybody.

7. Additional Information

- Allowances

Members of the staff who fulfil the conditions of eligibility laid down in the Civilian Personnel Regulations shall receive the appropriate allowances/supplements. Some of the allowances are installation allowance, expatriation allowance, family allowance and education allowance. Please refer to Chapter VII of the [Civilian Personnel Regulations](#) for details.

- Privileges & Tax Exemptions

In line with the bilateral agreement, the NATO International Civilians who are neither Turkish nationals, nor permanent residents in Türkiye are granted various privileges and tax exemptions (covering purchase of motor vehicles, motorcycles, caravans, trailers, fuel, household furnishing and appliances and other similar items).

- Contract

The successful candidate will receive a three-year definite duration contract, which may be followed by an indefinite duration contract. Also, the first 6 months of the employment is considered as the probationary period during which the performance of the incumbent is assessed. The definite duration contract will be confirmed only after the incumbent receives a “good” or “above good” performance evaluation in the probationary period.

- How to Apply

In order to apply for this vacancy, please visit the platform at: <https://nato.taleo.net/careersection/2/jobsearch.ftl?lang=en> and search for vacancies within Land Command HQ.

Note that once you created your profile, you will be able to use it to apply for other vacancies within NATO.

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- Employment Pre-Requisites

Candidates are invited to submit their applications only if:

- They are nationals of a NATO member country
- They are over 21 and under 60 years of age at the time of taking up their appointments. Appointments of definite duration may be offered to candidates of 60 years of age or more, provided that the expiry date of the contract is not later than the date at which the candidate attains the age of 65.

Notice for candidates: LANDCOM is undergoing a reorganization that might affect the job description of this post.

- Allied Land Command

LANDCOM is the Theatre Land Component and Land Advocate responsible for coordinating and synchronizing NATO and Partner Land Forces by enabling land domain READINESS, INTEROPERABILITY, STANDARDIZATION, and COMPETENCY; stands ready to deploy headquarters elements to provide planning, coordination, and C2 capabilities to Allied forces.

For history of LANDCOM, please refer to this link: [Allied Land Command - History \(nato.int\)](https://nato.int/allied-land-command-history)

- Izmir

Izmir is Türkiye's third largest city and one of its largest ports. It is located on an important commercial route with its 13 industrial areas and 2 free zones. With its multi-directional manufacturing facilities, rich natural resources and high quality of life; Izmir is a prominent city both in Türkiye and the world. Izmir demonstrates development in terms of exportation, an important indicator of economy. This qualification provides advantage to Izmir to compete socially and economically, to develop capacity and to accommodate.

For more information: [Izmir - Wikipedia](https://en.wikipedia.org/wiki/Izmir)

8. Additional Remarks

- a) All applicants are reminded that if hired, to reside here, all members including their dependents must comply with Host Nation requirements and definitions regarding residency.
- b) NATO is committed to diversity and inclusion, and strives to provide equal access to employment, advancement, and retention, independent of gender, age, nationality, ethnic origin, religion or belief, cultural background, sexual orientation, and disability. NATO welcomes applications of nationals from all member Nations.
- c) Building integrity is a key element of NATO's core tasks. As an employer, NATO values commitment to the principles of integrity, transparency, and accountability in accordance with international norms and practices established for the defence

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- and related security sector. Selected candidates are expected to be role models of integrity, and to promote good governance through ongoing efforts in their work.
- d) Shortlisted candidates will be requested to provide original documentary evidence and a set of copies supporting statements in their applications. Appointment is subject to obtaining a NS security clearance and a medical certificate.
 - e) NATO will not accept any phase of the recruitment and selection prepared, in whole or in part, by means of generative artificial-intelligence (AI) tools, including and without limitation to Chatbots, such as Chat Generative Pre-trained Transformer (Chat GPT), or other language generating tools. NATO reserves the right to screen applications to identify the use of such tools. All applications prepared, in whole or in part, by means of such generative or creative AI applications may be rejected without further consideration at NATO's sole discretion, and NATO reserves the right to take further steps in such cases as appropriate.