

Exercise Play Functions (EFP) Book – Annex A

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Support Area 1- EXCON

1.1 EXCON Special Advisor

1.1 EXCON Special Advisor – Subject Matter Expert (SME)

Tasking:

1. Bring FOGO experience of NATO Joint operational level to JWC exercises.
2. Employ detailed understanding and experience of NATO Exercise Planning Process (EPP as per Bi-SC 075-003) and Operational Planning Process (as per COPD) in preparation of NATO exercises.
3. Provide FOGO level advice to and assist JWC personnel and TA staffs in the translation of Training Objectives into Operational level dilemmas, exercise content and play.
4. Provide mentoring to JWC personnel in key EXCON positions to facilitate exercise delivery and synchronization of effects (thereby supporting consistency in exercise delivery).
5. Assist EXCON/JWC personnel in analysing TA produced orders and documentation into measurable actions and effects. If required, suggest options to resolve discrepancies in orders or COAs to facilitate TA education.
6. Provide understanding of time-space-force effects at scale and how to challenge campaign synchronisation.
7. Engage, if required, with the Senior Mentors to coordinate JWC activity.
8. Attend daily coordination meetings as dictated by the EXCON battle rhythm, providing SME advice as required.
9. Undertake any other duties as discussed with the ODE/EXDIR and Chief EXCON as reasonably expected within the exercise.

1.1 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. Advanced degree (Bachelor's or equivalent)		
2. NATO or national Defence College Graduate (or equivalent).		
3. 3 years of working experience within the last 10 years a. in the field of Exercise Planning and Delivery to include project management experience within a complex and dynamic environment.		

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<p>b. in briefing senior leaders/decision makers at the governance level in a National or Multinational environment.</p> <p>c. in a National or NATO Command at military-political or strategic level.</p>		
<p>4. In-depth knowledge and understanding of NATO's</p> <p>a. combined joint operations, both planning and execution, at operational, political-military and strategic levels.</p> <p>b. Crisis Response Management System.</p> <p>c. Strategic and operational planning systems and processes.</p> <p>d. Capability development process.</p> <p>e. Training & Exercise doctrine, planning and execution.</p>		
<p>5. Demonstrate 3 years in the last 10 professional application of a recognized mentoring practitioner qualification.</p>		
<p>6. Held Command of OF-7 appointment within NATO or national equivalent</p>		
<p>7. Current NATO Secret Security Clearance or National equivalent.</p>		(Attach National Clearance)
<p>8. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 4444 – Listening, Speaking, Reading, and Writing) or equivalent.</p>		

Support Area 2- HICON

2.1 HICON – Senior Advisor – Subject Matter Expert

2.2 HICON - Political Advisor –Subject Matter Expert

Support Area 2- HICON

2.1 HICON Senior Advisor – Subject Matter Expert (SME)

Background:

1. In general, Higher Control (HICON) acts as a response cell during the operational conduct phases of JWC-directed exercises (Phases II & III B) by representing command levels / echelons above the training audience's (TA's) command level / echelon. By default, these replicated organizations can include the military-political entities (e.g. the North Atlantic Council and nations, Military Committee, International / International Military Staff). For exercises in which SHAPE itself engages as a TA (JUPITER series), an additional requirement for HICON is the teach/coach/mentor role of the SHAPE Staff engaged in the exercise (CCOMC, Crisis Action Teams Planning and Operations).
2. In addition, HICON staff develops the corresponding input into the MEL/MIL development process based on the setting and scenario developed by JWC's Scenario Branch, and the identified/ applicable exercise and training objectives.
3. The incumbent reports to / is tasked by
 - a. CHIEF HICON during operational conduct phases (II, IIIB),
 - b. Deputy Chief HICON during MEL/MIL development.

Tasking:

1. Advise Chief HICON and HICON staff during the planning, preparation and execution of JWC-directed exercise events, including Phases II, IIIB, and MEL/MIL Scripting Events.
2. Assist in the production and delivery of fictitious military-political documentation (e.g. NAC decision sheets, MC and IMS Messaging) during MEL/MIL development and operational conduct phases of the exercise.
3. Advise on / assist in the production and delivery of military-political MEL/MIL injects in support of identified, applicable exercise and training objectives.
4. Replicate / role-play identified personal interaction between the military-political and strategic level.
5. Provide political- military advice to HICON cell.
6. Advise on / assist HICON staff in the "Coach / Mentor" function with regards to the training of SHAPE/CCOMC staffs at the strategic and operational level.
7. Be prepared to perform additional duties as directed by Chief HICON.

2.1 Technical Requirements and Evaluation Matrix:

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Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. Advanced degree (Bachelor's or equivalent) in political science, international relations or equivalent		
2. NATO or national Defence College Graduate (or equivalent).		
<p>3. 3 years of working experience within the last 10 years</p> <p>a. in the field of Exercise Planning and Delivery to include project management experience within a complex and dynamic environment.</p> <p>b. in briefing senior leaders/decision makers at the governance level in a National or Multinational environment.</p> <p>c. in a National or NATO Command at military-political or strategic level.</p>		
4. Ability to compose, edit, contribute to and comprehend collaborative texts in advanced English language reflecting the terminology and form of the respective subject matter area of expertise at senior staff level (e.g. NATO HQ, SHAPE or national equivalents).		
<p>5. In-depth knowledge and understanding of NATO's</p> <p>a. combined joint operations, both planning and execution, at operational, political-military and strategic levels.</p> <p>b. Crisis Response Management System.</p> <p>c. Strategic and operational planning systems and processes.</p> <p>d. Capability development process.</p>		

e. Training & Exercise doctrine, planning and execution.		
6. Working knowledge of a. Microsoft Office (MS Word, MS PowerPoint, MS Outlook) b. TOPFAS and JEMMS.		
7. Must have held the rank of OF-6 or above in NATO or national military position.		
8. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
9. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 4444 – Listening, Speaking, Reading, and Writing) or equivalent.		

2.2 HICON Political Advisor – Subject Matter Expert (SME)

Background:

1. In general, Higher Control (HICON) as a response cell during operational conduct phases of an exercises (phases II & III B) represents command levels / echelons above the training audience's (TA's) command level / echelon. By default, these will be military-political entities (e.g. the North Atlantic Council and nations, Military Committee, International / International Military Staff) for exercises, in which SHAPE itself engages as a TA (JUPITER series).
2. In addition, HICON staff develops the corresponding input into MEL/MIL development based on the setting and scenario developed by JWC's Scenario Branch and identified, applicable exercise and training objectives.
3. The incumbent reports to / is tasked by
 - a. CHIEF HICON during operational conduct phases (II, IIIB),
 - b. Deputy Chief HICON during MEL/MIL development.

Tasking:

1. Produce and deliver fictitious military-political documentation (e.g. NAC decision sheets, MC and IMS Messaging) during MEL/MIL development and operational conduct phases of the exercise.

2. Produce and deliver military-political MEL/MIL story-lines, incidents and injects in support of identified, applicable exercise and training objectives.
3. Replicate / role-play identified personal interaction between the military-political and strategic level.
4. Provide political advice to HICON cell.
5. Assist HICON staff in the “Coach / Mentor”-function with regards to the training of POLAD staffs at the strategic and operational level.
6. Be prepared to perform additional duties as directed by Chief HICON.

2.2 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. Advanced degree (Master’s or equivalent) in political science, international relations or equivalent		
2. 3 years of working experience within the last 10 years a. in a national or NATO Command at strategic (e.g. SHAPE) or military-political level (eg. NATO HQ, national MoD). b. including regular interaction with senior executives at the national or NATO strategic and/or military-political level.		
3. Ability to compose, edit, contribute to and comprehend collaborative texts in advanced English language reflecting the terminology and form of the respective subject matter area of expertise at senior staff level (e.g. NATO HQ, SHAPE or national equivalents).		
4. Familiarity with NATO’s a. doctrine, policy, processes, arrangements and procedures within the described task portfolio and level. b. Crisis Response Management		

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<p>System,</p> <p>c. Strategic and operational planning systems and processes.</p> <p>d. Training & exercise doctrine and execution.</p>		
<p>5. Working knowledge of</p> <p>a. Microsoft Office (MS Word, MS PowerPoint, MS Outlook)</p> <p>b. TOPFAS and JEMM.</p>		
<p>6. Must have held the rank of OF-5 (in a National or NATO military position) or A-4 equivalent (in NATO or civilian governmental position).</p>		
<p>7. Current NATO Secret Security Clearance or National equivalent.</p>		(Attach National Clearance)
<p>8. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 4343 – Listening, Speaking, Reading, and Writing) or equivalent.</p>		

Support Area 3- OPFOR

3.1 OPFOR - Land Subject Matter Expert (SME)

3.2 OPFOR – ATO Planner Subject Matter Expert (SME)

3.3 OPFOR – Maritime Task Group (MAR TG) Subject Matter Expert (SME)

3.4 OPFOR - Non-Linear Subject Matter Expert (SME)

3.1 OPFOR – Land Subject Matter Expert (SME)

Taskings:

Incident Development Workshop:

1. Support Incident Development to ensure storylines are developed with appropriate level of OPFOR LAND effects.
2. Oversee OPFOR LAND incident development in the Joint Exercise Management Module (JEMM) and ensure OPFOR LAND effects are designed in accordance with the overall OPFOR Joint Plan and Scheme of Maneuver (SoM).
3. Script OPFOR LAND content, including in JEMM, as required and edit submitted OPFOR LAND content to ensure it is delivered in accordance with the OPFOR OJP and SoM.
4. Provide guidance to OPFOR LAND scripters as required.
5. Appointed Chief OPFOR LAND cell.
6. Actively support assigned workshop syndicate(s) by contributing OPFOR LAND expertise.
7. Specifically ensure wider understanding of OPFOR LAND implications within events, incidents, storylines and themes and identify opportunities for OPFOR LAND effects to further develop during later Scripting workshop.
8. Perform other OPFOR LAND tasks as directed by OPFOR command cell and OPFOR J35.
9. Attend Incident Development boards, working groups and other meetings as directed by OPFOR command cell and OPFOR J35.
10. Be prepared to attend OPFOR Crisis Action Team (CAT) activation at short notice or no notice in order support resolution of a critical exercise related issue.
11. Coordinate and deconflict with other OPFOR cells and other EXCON cells as required.
12. Contribute to the OPFOR Operational Design from a LAND domain perspective.
13. Coordinate CAX (Computer Aided Exercise) and Joint Theatre Level Simulation (JTLS) requirements for OPFOR LAND forces and maneuvers.

Scripting Workshop:

1. Support MEL/MIL Scripting, including JEMM, translating guidance from OPFOR command cell and OPFOR J35 into a deliverable plan and overseeing OPFOR LAND operations across all Events, Incidents and Injects.
2. Oversee OPFOR LAND scripting development, including JEMM and ensure OPFOR LAND effects are designed in accordance with the overall OPFOR Joint Plan and SoM in accordance with OPFOR command cell and OPFOR J35 Direction and Guidance (D&G).

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3. Coordinate with the OPFOR command cell and OPFOR J35 in order to identify and create required OPFOR LAND content, including in JEMM, to support storylines across all functional areas.
4. Advise scripting syndicates on OPFOR LAND implications related to incidents and injects and develop opportunities for OPFOR LAND effects.
5. Develop associated OPFOR LAND inject placeholders in JEMM to supplement storyboards, incidents and injects as required.
6. Ensure that all OPFOR LAND incidents and injects in JEMM are focussed on operational level effects (not tactical).
7. Synchronize OPFOR LAND injects in JEMM across the overall exercise battle rhythm.
8. Perform other OPFOR LAND tasks as directed by OPFOR command cell and OPFOR J35.
9. Attend Scripting Workshop boards, working groups and other meetings as directed by OPFOR command cell and OPFOR J35.
10. Be prepared to attend OPFOR Crisis Action Team (CAT) activation at short notice or no notice in order support resolution of a critical exercise related issue.
11. Specifically coordinate with EXCON LAND Response Cell (RC) as required.
12. Coordinate, as required, with other EXCON RCs.
13. Contribute to the OPFOR Operational Design from a LAND domain perspective.
14. Coordinate CAX (Computer Aided Exercise) and Joint Theatre Level Simulation (JTLS) requirements for OPFOR LAND forces and maneuvers

Phase IIIB:

1. Prior to STARTEX, review JEMM database to ensure that OPFOR LAND effects and influence for each storyline is complete and aligned with the OPFOR Joint Plan and OPFOR SoM.
2. Take regular direction and guidance (D&G) from OPFOR command cell and OPFOR J35 on dynamic changes and translate this D&G into timely OPFOR LAND effects.
3. Appointed as Chief OPFOR LAND cell. Provide D&G to OPFOR LAND cell Battle Captains (BCs) and other staff within the cell.
4. In role as Chief OPFOR LAND cell, Be Prepared To (BPT) roster OPFOR LAND BCs (mil pers only) and other cell staff (mil pers only) into a 2-shift (until midnight) or 3 shift (24/7 ops) system in order to achieve OPFOR LAND operations and effects aligned with the OPFOR Joint Plan and SoM.
5. Coordinate as required with other EXCON staff from OPFOR, CAX, Intel, LOCON RCs, TGTS, SOF and others as necessary to ensure that the OPFOR LAND operations and effects are accurate and aligned with the OPFOR Joint Plan and SoM.
6. Collaborate daily with OPFOR command cell and OPFOR J35 to ensure timely alignment with the latest OPFOR developments as directed by the OPFOR command cell and OPFOR J35.
7. Provide daily OPFOR LAND feedback and updates to the OPFOR command cell and OPFOR J35 as required.

8. Be prepared to dynamically script, in JEMM, OPFOR LAND content as required by the MEL/MIL, TA activity, OPFOR command cell and OPFOR J35 D&G.
9. Perform other OPFOR LAND tasks as directed by the OPFOR command cell OPFOR J35.
10. Attend PhIIIB Execution EXCON boards, working groups, VTCs, TELECONS and other meetings as directed by the OPFOR command cell and OPFOR J35.
11. Be prepared to attend OPFOR Crisis Action Team (CAT) activation at short notice or no notice in order support resolution of a critical exercise related issue.
12. Specifically coordinate with EXCON LAND Response Cell (RC) as required.
13. Coordinate, as required, with other EXCON RCs.
14. BPT brief specific OPFOR LAND issues at the daily OPFOR Huddle.
15. Provide support to EXCON Targeting (TGTs) cell for Battle Damage Assessment (BDA) reporting.
16. Assist with the preparation of OPFOR FRAGOs.

3.1 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. A University/Bachelor's Degree or Staff College.		
2. Minimum 8 years previous military experience within the last 12 years in the operational LAND domain reaching the rank of OF3/OF4.		
3. Previous Company or Squadron Command at OF3 level or higher.		
4. Previous Staff Officer qualified and worked at 2-star (Division Level) or higher in one of the following: a. LAND, JOINT or NATO Command Structure -or- b. NATO Force Structure HQ in either the J2, J3, or J5 domain.		
5. Previous national or NATO deployment to an international operation		

in the LAND domain (J2/J3/J5/).		
6. Minimum 2-3 years experience of the operational planning processes in respect of LAND operations		
7. Competent in Microsoft Word, Excel and PowerPoint		
8. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
9. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

3.2 OPFOR – ATO Planner Subject Matter Expert (SME)

Taskings:

Incident Development Workshop:

1. Support Incident Development to ensure storylines are developed with appropriate level of OPFOR AIR effects.
2. Oversee OPFOR AIR incident development in the Joint Exercise Management Module (JEMM) and ensure OPFOR AIR effects are designed in accordance with the overall OPFOR Joint Plan and Scheme of Maneuver (SoM).
3. Script OPFOR AIR content, including in JEMM, as required and edit submitted OPFOR AIR content to ensure that it is delivered in accordance with the overall OPFOR Joint Plan (OJP) and SoM.
4. Provide guidance to OPFOR AIR scripters as required.
5. May be appointed Chief OPFOR AIR cell by Chief OPFOR dependent upon specific exercise requirements and circumstances.
6. Actively support assigned workshop syndicate(s) by contributing OPFOR AIR expertise.
7. Specifically ensure wider understanding of OPFOR AIR implications within events, incidents, storylines and themes and identify opportunities for OPFOR AIR effects to further develop during later Scripting workshop.
8. Perform other OPFOR AIR tasks as directed by OPFOR command cell and OPFOR J35.
9. Attend Incident Development boards, working groups and other meetings as directed by OPFOR command cell and OPFOR J35.
10. Be prepared to attend OPFOR Crisis Action Team (CAT) activation at short notice or no notice in order support resolution of a critical exercise related issue.

11. Coordinate and deconflict with other OPFOR cells and other EXCON cells as required.
12. Contribute to the OPFOR Operational Design from an AIR domain perspective.
13. Coordinate CAX (Computer Aided Exercise) and Joint Theatre Level Simulation (JTLS) requirements for OPFOR AIR forces and maneuvers.
14. Advise OPFOR command cell and OPFOR J35 in AIR warfare.

Scripting Workshop:

1. Support MEL/MIL Scripting, including JEMM, translating guidance from OPFOR command cell and OPFOR J35 into a deliverable AIR plan and contributing to OPFOR AIR operations across all Events, Incidents and Injects.
2. Conduct OPFOR AIR scripting development, including JEMM and ensure OPFOR AIR effects are designed in accordance with the overall OPFOR OJP and SoM in accordance with OPFOR command cell and OPFOR J35 Direction and Guidance (D&G).
3. Coordinate with the OPFOR command cell and OPFOR J35 in order to identify and create required OPFOR AIR content, including in JEMM, to support storylines across all functional areas.
4. Advise scripting syndicates on OPFOR AIR implications related to incidents and injects and develop opportunities for OPFOR AIR effects.
5. Develop associated OPFOR AIR inject placeholders in JEMM to supplement storyboards, incidents and injects as required.
6. Ensure that all OPFOR AIR incidents and injects in JEMM are focussed on operational level effects (not tactical).
7. Synchronize OPFOR AIR injects in JEMM across the overall exercise battle rhythm.
8. Perform other OPFOR AIR tasks as directed by OPFOR command cell and OPFOR J35.
9. Attend Scripting Workshop boards, working groups and other meetings as directed by OPFOR command cell and OPFOR J35.
10. Be prepared to attend OPFOR Crisis Action Team (CAT) activation at short notice or no notice in order support resolution of a critical exercise related issue.
11. Specifically coordinate with EXCON AIR Response Cell (RC) as required.
12. Coordinate, as required, with other EXCON RCs.
13. Contribute to the OPFOR Joint Plan from an AIR domain perspective.
14. Coordinate CAX (Computer Aided Exercise) and Joint Theatre Level Simulation (JTLS) requirements for OPFOR AIR forces and maneuvers.
15. Advise OPFOR command cell and OPFOR J35 in AIR warfare.
16. May be appointed Chief OPFOR AIR cell by Chief OPFOR dependent upon specific exercise requirements and circumstances.

Phase IIIB:

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1. Development of the OPFOR Resource Allocation Plan, the Airspace Coordination Order (ACO) and the Master Air Operations Plan (MAOP), which precedes the Air Task Order (ATO).
2. Conduct of all OPFOR ATO planning.
3. Supports the execution of OPFOR current air operations.
4. In close cooperation with the OPFOR Air Battle Captain and Database Manager processes levels of attrition, attack success and results of adjudication.
5. Deputizing for OPFOR Air Battle Captain during his absence.
6. Undertake other OPFOR Air related tasks as directed by the OPFOR command cell and OPFOR J35.
7. Prior to STARTEX, review JEMM database to ensure that OPFOR AIR effects and influence for each storyline is complete and aligned with the OPFOR Joint Plan and OPFOR SoM.
8. Receive regular direction and guidance (D&G) from OPFOR command cell and OPFOR J35 on dynamic changes and translate this D&G into timely OPFOR AIR effects.
9. May be appointed Chief OPFOR AIR cell by Chief OPFOR dependent upon specific exercise requirements and circumstances. If so: Provide D&G to OPFOR AIR cell Battle Captains (BCs) and other staff within the cell.
10. If In role as Chief OPFOR AIR cell, Be Prepared To (BPT) roster OPFOR AIR BCs (mil pers only) and other cell staff (mil pers only) into a 2-shift (until midnight) or 3 shift (24/7 ops) system in order to achieve OPFOR AIR operations and effects aligned with the OPFOR Joint Plan and SoM.
11. Coordinate as required with other EXCON staff from OPFOR, CAX, Intel, LOCON RCs, TGTS, SOF and others as necessary to ensure that the OPFOR AIR operations and effects are accurate and aligned with the OPFOR Joint Plan and SoM.
12. Collaborate daily with OPFOR command cell and OPFOR J35 to ensure timely alignment with the latest OPFOR developments as directed by the OPFOR command cell and OPFOR J35.
13. Provide daily OPFOR AIR feedback and updates to the OPFOR command cell and OPFOR J35 as required.
14. Be prepared to dynamically script, in JEMM, OPFOR AIR content as required by the MEL/MIL, TA activity, OPFOR command cell and OPFOR J35 D&G.
15. Perform other OPFOR AIR tasks as directed by the OPFOR command cell OPFOR J35.
16. Attend PhIIIB Execution EXCON boards, working groups, VTCs, TELECONS and other meetings as directed by the OPFOR command cell and OPFOR J35.
17. Be prepared to attend OPFOR Crisis Action Team (CAT) activation at short notice or no notice in order support resolution of a critical exercise related issue.
18. Specifically coordinate with EXCON AIR Response Cell (RC) as required.
19. Coordinate, as required, with other EXCON RCs.
20. BPT brief specific OPFOR AIR issues at the daily OPFOR Huddle.
21. Provide support to EXCON Targeting (TGTs) cell for Battle Damage Assessment (BDA) reporting.
22. Assist with the preparation of OPFOR FRAGOs.

- 23. Advise OPFOR command cell and OPFOR J35 in AIR warfare.
- 24. Plan and produce OPFOR Air Task Orders (ATOs).

3.2 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. A University/Bachelor's Degree or Staff College		
2. Minimum 8 years previous military experience within the last 12 years in the operational AIR (aviator fixed wing) domain, including at least 1500 flying hours reaching the rank of OF3/OF4.		
3. Previous Squadron Command at OF3 level or higher.		
<p>4. Previous Staff Officer qualified and worked at a 2* or higher in one or more of the following:</p> <ul style="list-style-type: none"> 1. AIR, JOINT or NATO 2. National Command Structure 3. NATO Force Structure 4. Air Component HQ <p>in one of the following domains: J2, J3,J5,A2, A3 or A5</p>		
5. Previous national or NATO deployment to an international operation AIR mission in the operational AIR domain within one of the following sub-domains: J2, J3, J5, A2, A3, A5.		
6. 2-3 years' experience in assessing and reading the Recognised Air Picture (RAP) including blue air, red air, and civilian air (CIVAIR).		
7. Advanced competency in the NATO Integrated Command and Control (ICC)		

system for Air Task Order (ATO) planning and production.		
8. Competent in Microsoft Word, Excel and PowerPoint		
9. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
10. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

3.3 OPFOR – Maritime Task Group (MAR TG) Subject Matter Expert (SME)

Taskings:

Incident Development Workshop:

1. Support Incident Development to ensure storylines are developed with appropriate level of OPFOR MAR effects.
2. Oversee OPFOR MAR incident development in the Joint Exercise Management Module (JEMM) and ensure OPFOR MAR effects are designed in accordance with the overall OPFOR Joint Plan (OJP) and Scheme of Maneuver (SoM).
3. Script OPFOR MAR content, including in JEMM, as required and edit submitted OPFOR MAR content to ensure it is delivered in accordance with the OPFOR Joint Plan and SoM.
4. Provide guidance to OPFOR MAR scripters as required.
5. May be appointed Chief OPFOR MAR cell by Chief OPFOR dependent upon specific exercise requirements and circumstances.
6. Actively support assigned workshop syndicate(s) by contributing OPFOR MAR expertise.
7. Specifically ensure wider understanding of OPFOR MAR implications within events, incidents, storylines and themes and identify opportunities for OPFOR MAR effects to further develop during later Scripting workshop.
8. Perform other OPFOR MAR tasks as directed by OPFOR command cell and OPFOR J35.
9. Attend Incident Development boards, working groups and other meetings as directed by OPFOR command cell and OPFOR J35.
10. Be prepared to attend OPFOR Crisis Action Team (CAT) activation at short notice or no notice in order support resolution of a critical exercise related issue.
11. Coordinate and deconflict with other OPFOR cells and other EXCON cells as required.
12. Contribute to the OPFOR Operational Design from a MAR domain perspective.

13. Coordinate CAX (Computer Aided Exercise) and Joint Theatre Level Simulation (JTLS) requirements for OPFOR MAR forces and maneuvers.
14. Advise OPFOR command cell and OPFOR J35 in blue/deep water naval warfare.

Scripting Workshop:

1. Support MEL/MIL Scripting, including JEMM, translating guidance from OPFOR command cell and OPFOR J35 into a deliverable plan and overseeing OPFOR MAR operations across all Events, Incidents and Injects.
2. Conduct OPFOR MAR scripting development, including JEMM and ensure OPFOR MAR effects are designed in accordance with the overall OPFOR Joint Plan and SoM in accordance with OPFOR command cell and OPFOR J35 Direction and Guidance (D&G).
3. Coordinate with the OPFOR command cell and OPFOR J35 in order to identify and create required OPFOR MAR content, including in JEMM, to support storylines across all functional areas.
4. Advise scripting syndicates on OPFOR MAR implications related to incidents and injects and develop opportunities for OPFOR MAR effects.
5. Develop associated OPFOR MAR inject placeholders in JEMM to supplement storyboards, incidents and injects as required.
6. Ensure that all OPFOR MAR incidents and injects in JEMM are focussed on operational level effects (not tactical).
7. Synchronize OPFOR MAR injects in JEMM across the overall exercise battle rhythm.
8. Perform other OPFOR MAR tasks as directed by OPFOR command cell and OPFOR J35.
9. Attend Scripting Workshop boards, working groups and other meetings as directed by OPFOR command cell and OPFOR J35.
10. Be prepared to attend OPFOR Crisis Action Team (CAT) activation at short notice or no notice in order support resolution of a critical exercise related issue.
11. Specifically coordinate with EXCON MAR Response Cell (RC) as required.
12. Coordinate, as required, with other EXCON RCs.
13. Contribute to the OPFOR Operational Design from a MAR domain perspective.
14. Coordinate CAX (Computer Aided Exercise) and Joint Theatre Level Simulation (JTLS) requirements for OPFOR MAR forces and maneuvers.
15. Advise OPFOR command cell and OPFOR J35 in blue/deep water naval warfare.
16. May be appointed Chief OPFOR MAR cell by Chief OPFOR dependent upon specific exercise requirements and circumstances.

Phase IIIB:

1. Prior to STARTEX, review JEMM database to ensure that OPFOR MAR effects and influence for each storyline is complete and aligned with the OPFOR Joint Plan and OPFOR SoM.

2. Receive regular direction and guidance (D&G) from OPFOR command cell and OPFOR J35 on dynamic changes and translate this D&G into timely OPFOR MAR effects.
3. May be appointed Chief OPFOR MAR cell by Chief OPFOR dependent upon specific exercise requirements and circumstances. If so: Provide D&G to OPFOR MAR cell Battle Captains (BCs) and other staff within the cell.
4. If In role as Chief OPFOR MAR cell, Be Prepared to (BPT) roster OPFOR MAR BCs (mil pers only) and other cell staff (mil pers only) into a 2-shift (until midnight) or 3 shift (24/7 ops) system in order to achieve OPFOR MAR operations and effects aligned with the OPFOR Joint Plan and SoM.
5. Coordinate as required with other EXCON staff from OPFOR, CAX, Intel, LOCON RCs, TGTS, SOF and others as necessary to ensure that the OPFOR MAR operations and effects are accurate and aligned with the OPFOR OJP and SoM.
6. Collaborate daily with OPFOR command cell and OPFOR J35 to ensure timely alignment with the latest OPFOR developments as directed by the OPFOR command cell and OPFOR J35.
7. Provide daily OPFOR MAR feedback and updates to the OPFOR command cell and OPFOR J35 as required.
8. Be prepared to dynamically script, in JEMM, OPFOR MAR content as required by the MEL/MIL, TA activity, OPFOR command cell and OPFOR J35 D&G.
9. Perform other OPFOR MAR tasks as directed by the OPFOR command cell OPFOR J35.
10. Attend PhIIIB Execution EXCON boards, working groups, VTCs, TELECONS and other meetings as directed by the OPFOR command cell and OPFOR J35.
11. Be prepared to attend OPFOR Crisis Action Team (CAT) activation at short notice or no notice in order support resolution of a critical exercise related issue.
12. Specifically coordinate with EXCON MAR Response Cell (RC) as required.
13. Coordinate, as required, with other EXCON RCs.
14. BPT brief specific OPFOR MAR issues at the daily OPFOR Huddle.
15. Provide support to EXCON Targeting (TGTs) cell for Battle Damage Assessment (BDA) reporting.
16. Assist with the preparation of OPFOR FRAGOs.
17. Advise OPFOR command cell and OPFOR J35 in deep/blue water naval warfare.

3.3 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. A University/Bachelor's Degree or Staff College		
2. Minimum 8 years previous military experience within the last 12 years in the operational Maritime domain, including at least 2 years at sea, reaching the rank		

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of OF5 or above.		
3. Previous Command of a Maritime Task Group at OF4 level or higher.		
4. Previous Staff officer qualified and worked at a 2* or higher in one or more of the following: 1. MAR, JOINT, or NATO Command Structure 2. NATO Force Structure HQ 3. National Command Structure 4. Maritime Component HQ in one of the following domains: J3, J5, N3 or N5.		
5. Previous NATO assignment or deployment to a NATO operation or NATO fleet in the operational MAR field domain within one of the following domains: J3, J5, N3, N5.		
6. 2-3 years' experience in assessing and reading the Recognised Maritime Picture (RMP) including white shipping.		
7. Experience of the NATO or national operational planning processes in respect of MAR operations.		
8. Competent in Microsoft Word, Excel and PowerPoint		
9. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
10. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

3.4 OPFOR – Non-linear Subject Matter Expert (SME)

Taskings:

Incident Development Workshop:

1. Support Incident Development to ensure storylines are developed with appropriate level of NON-LINEAR effects including the establishment of Threat Networks.
2. Conduct OPFOR NON-LINEAR incident development in the Joint Exercise Management Module (JEMM) and Link Analysis software and ensure OPFOR NON-LINEAR effects are designed in accordance with the overall OPFOR Joint Plan (OJP) and Scheme of Maneuver (SoM).
3. Script OPFOR NON-LINEAR content, including in JEMM, as required and edit submitted OPFOR NON-LINEAR content to ensure it is delivered in accordance with the OPFOR Joint Plan and SoM.
4. Provide NON-LINEAR expertise to OPFOR scripters as required.
5. Report to Chief OPFOR NON-LINEAR cell.
6. Actively support assigned workshop syndicate(s) by contributing OPFOR NON-LINEAR expertise.
7. Specifically ensure wider understanding of OPFOR NON-LINEAR implications within events, incidents, storylines and themes and identify opportunities for OPFOR NON-LINEAR effects to further develop during later Scripting workshop.
8. Perform other OPFOR LAND tasks as directed by Chief OPFOR NON-LINEAR cell.
9. Attend Incident Development boards, working groups and other meetings as directed by Chief OPFOR NON-LINEAR cell.
10. Be prepared to attend OPFOR Crisis Action Team (CAT) activation at short notice or no notice in order support resolution of a critical exercise related issue.
11. Coordinate and deconflict with other OPFOR cells and other EXCON cells as required.
12. Contribute to the OPFOR Joint Plan from a NON-LINEAR domain perspective.
13. Support coordination of CAX (Computer Aided Exercise) and Joint Theatre Level Simulation (JTLS) requirements for OPFOR NON-LINEAR forces and maneuvers as directed by Chief OPFOR NON-LINEAR cell.

Scripting Workshop:

1. Support MEL/MIL Scripting, including JEMM and Link Analysis software translating guidance from Chief OPFOR NON-LINEAR into a deliverable plan and the establishment of Threat Networks.
2. Conduct OPFOR NON-LINEAR scripting development, including JEMM and ensure that OPFOR NON-LINEAR effects are designed in accordance with the overall OPFOR Joint Plan and SoM in accordance with D & G given by Chief OPFOR NON-LINEAR cell.
3. Coordinate with other OPFOR cells in order to identify and create required OPFOR NON-LINEAR content, including in JEMM and Link-Analysis, to support storylines across all functional areas.

4. Advise scripting syndicates on OPFOR NON-LINEAR implications related to incidents and injects and develop opportunities for OPFOR NON-LINEAR effects.
5. Develop associated OPFOR NON-LINEAR inject placeholders in JEMM to supplement storyboards, incidents and injects as required.
6. Ensure that all OPFOR NON-LINEAR incidents and injects in JEMM are focussed on operational level effects (not tactical).
7. Synchronize OPFOR NON-LINEAR injects in JEMM across the overall exercise battle rhythm.
8. Perform other OPFOR NON-LINEAR tasks as directed by Chief OPFOR NON-LINEAR cell.
9. Attend Scripting Workshop boards, working groups and other meetings as directed by Chief OPFOR NON-LINEAR cell.
10. Be prepared to attend OPFOR Crisis Action Team (CAT) activation at short notice or no notice in order support resolution of a critical exercise related issue.
11. Coordinate, as required, with other EXCON RCs.
12. Contribute to the OPFOR Joint Plan from a NON-LINEAR domain perspective.
13. Support coordination of CAX (Computer Aided Exercise) and Joint Theatre Level Simulation (JTLS) requirements for OPFOR NON-LINEAR forces and maneuvers.

Phase IIIB:

1. Prior to STARTEX, review JEMM database and Link Analysis data to ensure that OPFOR NON-LINEAR effects and influence for each storyline is complete and aligned with the OPFOR Joint Plan and OPFOR SoM.
2. Analyse and be prepared to dynamically script amendments to OPFOR Threat Networks using Link Analysis software.
3. Take regular direction and guidance (D&G) from Chief OPFOR NON-LINEAR cell on dynamic changes and translate this D&G into timely OPFOR NON-LINEAR effects.
4. Appointed within the OPFOR NON-LINEAR cell.
5. Coordinate as required with other EXCON staff from OPFOR, CAX, Intel, LOCON RCs, TGTS, SOF and others as necessary to ensure that the OPFOR NON-LINEAR operations and effects are accurate and aligned with the OPFOR Joint Plan and SoM.
6. Coordinate daily with Chief OPFOR NON-LINEAR cell to support timely alignment with the latest OPFOR developments.
7. Provide daily OPFOR NON-LINEAR feedback to Chief OPFOR NON-LINEAR cell.
8. Be prepared to dynamically script, in JEMM, OPFOR NON-LINEAR content as required by the MEL/MIL, TA activity and CHIEF OPFOR NON-LINEAR cell D & G.
9. Perform other OPFOR NON-LINEAR tasks as directed by Chief OPFOR NON-LINEAR cell.
10. Attend PhIIIB Execution EXCON boards, working groups, VTCs, TELECONS and other meetings as directed by Chief OPFOR NON-LINEAR cell.
11. Be prepared to attend OPFOR Crisis Action Team (CAT) activation at short notice or no notice in order support resolution of a critical exercise related issue.
12. Coordinate, as required, with other EXCON RCs.
13. BPT brief specific OPFOR NON-LINEAR issues at the daily OPFOR Huddle.

- 14. Provide support to EXCON Targeting (TGTs) cell for Battle Damage Assessment (BDA) reporting if required.
- 15. Assist with the preparation of OPFOR FRAGOs.

3.4 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
<p>1. A University/Bachelor's Degree in Intelligence, Law or International Affairs related subject or</p> <p>8 years previous military or civilian experience in the Operational Intelligence or Special Forces domain</p>		
<p>2. Minimum 8 years previous military or civilian experience within the last 12 years in the OPERATIONAL INTELLIGENCE or SPECIAL FORCES domain reaching the rank of OF3/OF4 (or civilian equivalent).</p>		
<p>3. 3 years military or civilian experience as a OF3-OF4 (or civilian equivalent) in one of the following positions:</p> <ul style="list-style-type: none"> a. Senior Field Agent b. Supervisory Special Agent c. Special Agent in Charge d. Senior Case Officer e. Senior Analyst <p>in a NATO or national Military or Civilian Intelligence or Security Police Agency or NATO or national Special Forces domain equivalent to a 2* HQ or higher</p>		
<p>4. Competent and Qualified in Link Analysis databases and software applications including 'I-Base' and 'I2</p>		
<p>5. Working knowledge of Hybrid threats</p>		

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at the operational or strategic level.		
6. Competent in Microsoft Word, Excel and PowerPoint		
7. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
8. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

Support Area 4- INTEL

- 4.1 INTEL- JISR Collection Manager
- 4.2 INTEL - NIFC Intel Military Strategic Analyst
- 4.3 INTEL – NIFC Intel Military Analyst - Land
- 4.4 INTEL – NIFC Intel Military Analyst - Maritime
- 4.5 INTEL – NIFC P_ESII Analyst
- 4.6 INTEL – NIFC IMINT SME
- 4.7 INTEL – NIFC RFI Manager

4.1 INTEL – JISR Collection Manager

Taskings:

1. Grant robust overall strategic situational awareness
2. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
3. Assist JWC EXCON INTEL in the development of NIFC strategic and operational level scenario documents tailored to the TA and TO of exercise.
4. In accordance with JWC EXCON INTEL Chief's guidance and management, and with all necessary coordination, generate appropriate exercise material to provide a challenging and realistic problem set to the TA in line with the TO and scenario.
5. Support the TA achievement of TO, through tailored and accurate delivery of scenario Intel-related information.
6. Quickly read, digest, analyse and understand the comprehensive strategic/operational environment and situational awareness as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement in the strategic/operational intelligence to refine or improve the scenario.
8. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
9. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
10. Monitor TA activity and output so as to provide timely feedback to JWC EXCON staff to amend and adapt the exercise as required.
11. Under JWC EXCON INTEL Chief's guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest adversary doctrine/TTPs in area of intelligence subject matter expertise.
12. Attend JWC EXCON meetings as dictated by the EXCON battle rhythm and JWC EXCON INTEL Chief, providing NIFC Intelligence SME advice as required.
13. On request, provide feedback to JWC permanent staff for the improvement of NATO exercise processes.
14. Provide subject matter expertise in JISR Collection Management (CM), acting as NIFC CM to realistically represent the NIFC CM exercise processes and agreed collection capabilities within the scenario to the Training Audience (TA).
15. Be prepared to assist JWC EXCON INTEL in the development of strategic and operational level JISR CM scenario documents tailored to the training audience and exercise.
16. Understand and provide recommendations for improvement in JISR CM to JWC EXCON INTEL in terms of refine or improve the scenario.
17. IAW with AJP-2.7 & AJP-2.1 in addition to AJP-3 and MC 348/AD 065-011, understand and analyze developing TA JISR planning process, Intelligence Collection Plans (ICP), TA Operational orders & documentation, Collection Task Lists (CTL) and their impacts on the Commander's decision-making process and TO.
18. Act as the focal point for the training audience for JISR CM matters during exercise preparation and execution to include advice on Nations National Intelligence (NNI) capabilities & tasking processes, SPACE collection, Operational sensor capabilities and the JISR collection tasking processes.
19. Provide JISR support and advice within EXCON & OPFOR during MMIDWS and or MMSWS in line with scenario settings and agreed exercise collection capabilities ITO provide guidance for likely TA understanding of the OPFOR Plan and contribute to

the identification of a realistic/agreed BDA reporting concept based on TA JISR sensor capabilities and likely CTL submissions.

20. Coordinate:
 - a. Within EXCON JISR CAX Team to confirm NATO (Blue Book) sensor configuration and NNI (SPACE) simulation replication.
 - b. Within EXCON Targeting to ensure that JISR tasking and execution can be synchronized to support TA Targeting TO.
 - c. Within EXCON SPACE Response Cell to ensure NNI Requests can be serviced and reporting formats are appropriate.
 - d. Within Chief JWC EXCON INTEL & LOCON Response Cells (ISR) confirm JISR CM processes and associated reporting outputs together with possible contributions to the DIU during exercise and preparation and execution.
21. Develop a basic Concept of Operations for the use of NNI sources & agencies in the conflict, reflecting NATO Collection Requests (CRs) to Nations. If required, develop and present plans.
22. Close coordinate with the NIFC analysts and contribute to the DIU production to ensure strategic intelligence reporting as well as NNI is reflected within DIU itself.
23. Ensure the JISR intelligence reporting from the EXCON LOCON Response Cells reflects TA tasking and that the reporting is reflected in the appropriate formats and through the agreed communication systems or software applications.
24. Act as NIFC CM in meetings with the TA during the exercise, whether face to face, by VTC, phone, email or letter.

4.1 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. Demonstrated 3 years' experience in the last 10 years with working in a National or NATO Strategic or Operational level Command as JISR Collection Manager (or similar post).		
2. Demonstrated 3 years' experience in the last 10 years operational knowledge of Intelligence, either as a Military Officer or as a civilian.		
3. Completion of the following courses: a. NATO Intelligence Course or National equivalent b. NATO IRM & CM Course or National equivalent		

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<p>4. Knowledge and Understanding of the following:</p> <p>a. NATO Air/Maritime/Ground/Space Sensor capabilities</p> <p>b. Space Collection</p> <p>c. NATO Targeting Process</p>		
<p>5. Demonstrated participation in NATO and/or international strategic planning exercises and operations as intelligence SME in the last 10 years.</p>		
<p>6. Demonstrated 3 years' experience in the last 10 years in briefing senior leaders at strategic/operational level in a National or Multinational environment.</p>		
<p>7. Competent in Microsoft Word, Excel, SharePoint, Outlook and PowerPoint</p>		
<p>8. Regular user of the following functional systems:</p> <p>a. INTEL-FS</p> <p>b. TOPFAS</p> <p>c. BICES</p>		
<p>9. Current NATO Secret Security Clearance or National equivalent.</p>		(Attach National Clearance)
<p>10. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.</p>		

4.2 INTEL – NIFC Intel Military Strategic Analyst

Taskings

1. Grant robust overall strategic situational awareness
2. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
3. Assist JWC EXCON INTEL in the development of NIFC strategic and operational level scenario documents tailored to the TA and TO of exercise.
4. In accordance with JWC EXCON INTEL Chief's guidance and management, and with all necessary coordination, generate appropriate exercise material to provide a challenging and realistic problem set to the TA in line with the TO and scenario.
5. Support the TA achievement of TO, through tailored and accurate delivery of scenario Intel-related information.
6. Quickly read, digest, analyse and understand the comprehensive strategic/operational environment and situational awareness as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement in the strategic/operational intelligence to refine or improve the scenario.
8. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
9. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
10. Monitor TA activity and output so as to provide timely feedback to JWC EXCON staff to amend and adapt the exercise as required.
11. Under JWC EXCON INTEL Chief's guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest adversary doctrine/TTPs in area of intelligence subject matter expertise.
12. Attend JWC EXCON meetings as dictated by the EXCON battle rhythm and JWC EXCON INTEL Chief, providing NIFC Intelligence SME advice as required.
13. On request, provide feedback to JWC permanent staff for the improvement of NATO exercise processes.
14. Provide NATO Intelligence Fusion Centre (NIFC) subject matter expertise (SME) in MIL strategic/operational level intelligence to realistically represent the exercise scenario to include the adversary strategy, doctrine, TTPs and military thoughts to the training audience (TA).
15. In line with relevant existing policy and doctrine (AJP-2 series, AJP-3, MC 348 and AD 065-011), understand and analyse developing TA planning process, plans, documentation and their impacts on the Commander's decision-making process and Training Objectives (TO).
16. Act as one of the focal points for the TA for NIFC MIL strategic/operational level intelligence matters.
17. Contribute to the production of the MIL strategic level EXCON/NIFC Daily Intelligence Update (DIU) and strategic level assessment.
18. Coordinate the DIU production with NIFC P_ESII Analyst, other NIFC MIL Analyst(s), NIFC JISR CM and all the available Intel disciplines' SMEs.
19. Support and advice, during MMIDWS and/or MMSWS, in line with scenario settings and TO, a NIFC/OPFOR coordinated understanding of adversary Concept of Operations, for the NIFC way ahead of strategic/operational level intelligence and doctrines in the exercise conflict settings.
20. Replicate NIFC tasking to support the TA intelligence process and procedures in according with relevant doctrine.

21. Understand and analyse training audience plans (OPLAN) and other OPP documentation and their impacts on the INTEL development.
22. Assist TA by providing SME and scenario representation of NIFC DIU and appropriate focused strategic/operational intelligence assessments.
23. Coordinate and support full spectrum PMESII strategic intelligence and doctrinal operational matters within EXCON and NIFC team.
24. Act as NIFC Mil/Strat Analyst in meetings with the TA during the exercise, whether face to face, by VTC, phone, email or letter.

4.2 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. Demonstrated 3 years' experience in the last 10 years with working in a National or NATO Strategic or Operational level Command as Intelligence Analyst.		
2. Demonstrated 3 years' experience in the last 10 years operational knowledge of Intelligence, either as a Military Officer or as a civilian.		
3. Completion of the following courses: a. NATO Intelligence Course or National equivalent b. NATO Intelligence Analyst Course or National equivalent c. NATO IRM & CM Course or National equivalent		
4. Knowledge and Understanding of the following: a. NATO Air/Maritime/Ground/Space Sensor capabilities b. Space Collection c. NATO Targeting Process		

5. Demonstrated participation in NATO and/or international strategic planning exercises and operations as intelligence SME in the last 10 years.		
6. Demonstrated 3 years' experience in the last 10 years in briefing senior leaders at strategic/operational level in a National or Multinational environment.		
7. Competent in Microsoft Word, Excel, SharePoint, Outlook and PowerPoint		
8. Regular user of the following functional systems: a. INTEL-FS b. TOPFAS c. BICES		
9. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
10. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

4.3 INTEL – NIFC Intel Military Analyst – Land

Taskings

1. Grant robust overall strategic situational awareness
2. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
3. Assist JWC EXCON INTEL in the development of NIFC strategic and operational level scenario documents tailored to the TA and TO of exercise.
4. In accordance with JWC EXCON INTEL Chief's guidance and management, and with all necessary coordination, generate appropriate exercise material to provide a challenging and realistic problem set to the TA in line with the TO and scenario.
5. Support the TA achievement of TO, through tailored and accurate delivery of scenario Intel-related information.

6. Quickly read, digest, analyse and understand the comprehensive strategic/operational environment and situational awareness as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement in the strategic/operational intelligence to refine or improve the scenario.
8. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
9. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
10. Monitor TA activity and output so as to provide timely feedback to JWC EXCON staff to amend and adapt the exercise as required.
11. Under JWC EXCON INTEL Chief's guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest adversary doctrine/TTPs in area of intelligence subject matter expertise.
12. Attend JWC EXCON meetings as dictated by the EXCON battle rhythm and JWC EXCON INTEL Chief, providing NIFC Intelligence SME advice as required.
13. On request, provide feedback to JWC permanent staff for the improvement of NATO exercise processes.
14. Provide NATO Intelligence Fusion Centre (NIFC) subject matter expertise (SME) in MIL (Land) strategic/operational level intelligence to realistically represent the exercise scenario to include the adversary strategy, doctrine, TTPs and military thoughts to the training audience (TA).
15. In line with relevant existing policy and doctrine (AJP-2 series, AJP-3, MC 348 and AD 065-011), understand and analyse developing TA planning process, plans, documentation and their impacts on the Commander's decision-making process and Training Objectives (TO).
16. Act as one of the focal points for the TA for NIFC MIL (Land) strategic/operational level intelligence matters.
17. Contribute to the production of the MIL strategic level EXCON/NIFC Daily Intelligence Update (DIU) and strategic level assessment.
18. Coordinate the DIU production with NIFC MIL Strategic Analyst, NIFC P_ESII Analyst, other NIFC MIL Analyst(s), NIFC JISR CM and all the available Intel disciplines' SMEs.
19. Support and advice, during MMIDWS and/or MMSWS, in line with scenario settings and TO, a NIFC/OPFOR coordinated understanding of adversary Concept of Operations, for the NIFC way ahead of strategic/operational level intelligence and doctrines in the exercise conflict settings.
20. Replicate NIFC tasking to support the TA intelligence process and procedures in according with relevant doctrine.
21. Understand and analyse training audience plans (OPLAN) and other OPP documentation and their impacts on the INTEL development.
22. Assist TA by providing Land SME and scenario representation of NIFC DIU and appropriate focused strategic/operational intelligence assessments.
23. Support full spectrum PMESII strategic intelligence and doctrinal operational matters within EXCON and NIFC team.
24. Act as NIFC Mil (Land) Analyst in meetings with the TA during the exercise, whether face to face, by VTC, phone, email or letter.

4.3 Technical Requirements and Evaluation Matrix: (SAME AS 4.2/but not tasks)

Technical Requirement	Meets:	For each line, please explain how the candidate meets the respective
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	Y or N	Technical Requirements.
1. Demonstrated 3 years' experience in the last 10 years with working in a National or NATO Strategic or Operational level Command as Intelligence Analyst.		
2. Demonstrated 3 years' experience in the last 10 years operational knowledge of Intelligence, either as a Military Officer or as a civilian.		
3. Completion of the following courses: a. NATO Intelligence Course or National equivalent b. NATO Intelligence Analyst Course or National equivalent c. NATO IRM & CM Course or National equivalent		
4. Knowledge and Understanding of the following: a. NATO Air/Maritime/Ground/Space Sensor capabilities b. Space Collection c. NATO Targeting Process		
5. Demonstrated participation in NATO and/or international strategic planning exercises and operations as intelligence SME in the last 10 years.		
6. Demonstrated 3 years' experience in the last 10 years in briefing senior leaders at strategic/operational level in a National or Multinational environment.		
7. Competent in Microsoft Word, Excel,		

SharePoint, Outlook and PowerPoint		
8. Regular user of the following functional systems: a. INTEL-FS b. TOPFAS c. BICES		
9. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
10. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

4.4 INTEL – NIFC Intel Military Analyst – Maritime

Taskings

1. Grant robust overall strategic situational awareness
2. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience’s achievement of those objectives.
3. Assist JWC EXCON INTEL in the development of NIFC strategic and operational level scenario documents tailored to the TA and TO of exercise.
4. In accordance with JWC EXCON INTEL Chief’s guidance and management, and with all necessary coordination, generate appropriate exercise material to provide a challenging and realistic problem set to the TA in line with the TO and scenario.
5. Support the TA achievement of TO, through tailored and accurate delivery of scenario Intel-related information.
6. Quickly read, digest, analyse and understand the comprehensive strategic/operational environment and situational awareness as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement in the strategic/operational intelligence to refine or improve the scenario.
8. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
9. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
10. Monitor TA activity and output so as to provide timely feedback to JWC EXCON staff to amend and adapt the exercise as required.
11. Under JWC EXCON INTEL Chief’s guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest adversary doctrine/TTPs in area of intelligence subject matter expertise.

12. Attend JWC EXCON meetings as dictated by the EXCON battle rhythm and JWC EXCON INTEL Chief, providing NIFC Intelligence SME advice as required.
13. On request, provide feedback to JWC permanent staff for the improvement of NATO exercise processes.
14. Provide NATO Intelligence Fusion Centre (NIFC) subject matter expertise (SME) in MIL (Maritime) strategic/operational level intelligence to realistically represent the exercise scenario to include the adversary strategy, doctrine, TTPs and military thoughts to the training audience (TA).
15. In line with relevant existing policy and doctrine (AJP-2 series, AJP-3, MC 348 and AD 065-011), understand and analyse developing TA planning process, plans, documentation and their impacts on the Commander’s decision-making process and Training Objectives (TO).
16. Act as one of the focal points for the TA for NIFC MIL (Maritime) strategic/operational level intelligence matters.
17. Contribute to the production of the MIL strategic level EXCON/NIFC Daily Intelligence Update (DIU) and strategic level assessment.
18. Coordinate the DIU production with NIFC MIL Strategic Analyst, NIFC P_ESII Analyst, other NIFC MIL Analyst(s), NIFC JISR CM and all the available Intel disciplines’ SMEs.
19. Support and advice, during MMIDWS and/or MMSWS, in line with scenario settings and TO, a NIFC/OPFOR coordinated understanding of adversary Concept of Operations, for the NIFC way ahead of strategic/operational level intelligence and doctrines in the exercise conflict settings.
20. Replicate NIFC tasking to support the TA intelligence process and procedures in according with relevant doctrine.
21. Understand and analyse training audience plans (OPLAN) and other OPP documentation and their impacts on the INTEL development.
22. Assist TA by providing Maritime SME and scenario representation of NIFC DIU and appropriate focused strategic/operational intelligence assessments.
23. Support full spectrum PMESII strategic intelligence and doctrinal operational matters within EXCON and NIFC team.
24. Act as NIFC Mil (Maritime) Analyst in meetings with the TA during the exercise, whether face to face, by VTC, phone, email or letter

4.4 Technical Requirements and Evaluation Matrix: (SAME AS 4.3/but not tasks)

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. Demonstrated 3 years’ experience in the last 10 years with working in a National or NATO Strategic or Operational level Command as Intelligence Analyst.		
2. Demonstrated 3 years’ experience in the last 10 years operational knowledge of Intelligence, either as a Military Officer or as a civilian.		

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<p>3. Completion of the following courses:</p> <p>a. NATO Intelligence Course or National equivalent</p> <p>b. NATO Intelligence Analyst Course or National equivalent</p> <p>c. NATO IRM & CM Course or National equivalent</p>		
<p>4. Knowledge and Understanding of the following:</p> <p>a. NATO Air/Maritime/Ground/Space Sensor capabilities</p> <p>b. Space Collection</p> <p>c. NATO Targeting Process</p>		
<p>5. Demonstrated participation in NATO and/or international strategic planning exercises and operations as intelligence SME in the last 10 years.</p>		
<p>6. Demonstrated 3 years' experience in the last 10 years in briefing senior leaders at strategic/operational level in a National or Multinational environment.</p>		
<p>7. Competent in Microsoft Word, Excel, SharePoint, Outlook and PowerPoint</p>		
<p>8. Regular user of the following functional systems:</p> <p>a. INTEL-FS</p> <p>b. TOPFAS</p> <p>c. BICES</p>		
<p>9. Current NATO Secret Security Clearance or National equivalent.</p>		(Attach National Clearance)

<p>10. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.</p>		
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4.5 INTEL – NIFC P_ESII Analyst

Taskings

1. Grant robust overall strategic situational awareness
2. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience’s achievement of those objectives.
3. Assist JWC EXCON INTEL in the development of NIFC strategic and operational level scenario documents tailored to the TA and TO of exercise.
4. In accordance with JWC EXCON INTEL Chief’s guidance and management, and with all necessary coordination, generate appropriate exercise material to provide a challenging and realistic problem set to the TA in line with the TO and scenario.
5. Support the TA achievement of TO, through tailored and accurate delivery of scenario Intel-related information.
6. Quickly read, digest, analyse and understand the comprehensive strategic/operational environment and situational awareness as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement in the strategic/operational intelligence to refine or improve the scenario.
8. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
9. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
10. Monitor TA activity and output so as to provide timely feedback to JWC EXCON staff to amend and adapt the exercise as required.
11. Under JWC EXCON INTEL Chief’s guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest adversary doctrine/TTPs in area of intelligence subject matter expertise.
12. Attend JWC EXCON meetings as dictated by the EXCON battle rhythm and JWC EXCON INTEL Chief, providing NIFC Intelligence SME advice as required.
13. On request, provide feedback to JWC permanent staff for the improvement of NATO exercise processes.
14. Provide comprehensive P_ESII subject matter expertise (SME) replicating NATO Intelligence Fusion Centre (NIFC), to realistically represent the exercise scenario, with the emphasis on non-linear/hybrid domain based on the adversary strategy, to the training audience (TA).
15. In line with relevant existing policy and doctrine, understand and analyse developing TA planning process, plans, documentation and their impacts on the Commander’s decision-making process and Training Objectives (TO).
16. Act as one of the focal points for the TA for NIFC P_ESII strategic/operational level intelligence matters to include strategy, doctrine, TTPs as well as contribute to write/produce

the P_ESII Strategic-operational level EXCON-NIFC Daily Intelligence Update (DIU) and strategic level assessment.

17. Contribute to the production of the MIL strategic level EXCON/NIFC Daily Intelligence Update (DIU) and strategic level assessment.
18. Coordinate the DIU production with NIFC Mil Strategic Analyst, other NIFC MIL Analyst(s), NIFC JISR CM and all the available Intel disciplines' SMEs. Liaise with specific domain experts, such as Cyber, Space, Human Threat Network, StratCom.
19. Provide sufficient P_ESII SME knowledge to the TA in the NIFC DIUs with the holistic assessments injected into JEMM and published into INTEL-FS. Therefore, coordinate and support full comprehensive PMESII methodology on strategic-operational level, in line with doctrine and within EXCON.
20. Support and advice, during MMIDWS and/or MMSWS, in line with scenario settings and TO, a NIFC/OPFOR coordinated understanding of adversary Concept of Operations, for the NIFC way ahead of strategic/operational level intelligence and doctrines in the exercise conflict settings.
21. Replicate NIFC tasking to support the TA intelligence process and procedures in according with relevant doctrine.
22. Understand and analyse training audience plans (OPLAN) and other OPP documentation and their impacts on the INTEL development.
23. Assist TA by providing SME and scenario representation of NIFC DIU and appropriate focused strategic/operational intelligence assessments.
24. Coordinate and support full spectrum PMESII strategic intelligence and doctrinal operational matters within EXCON and NIFC team.
25. Act as NIFC P_ESII Analyst in meetings with the TA during the exercise, whether face to face, by VTC, phone, email or letter.

4.5 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. Demonstrated 3 years' experience in the last 10 years with working in a National or NATO Strategic or Operational level Command as Intelligence Analyst.		
2. Demonstrated 3 years' experience in the last 10 years operational knowledge of Intelligence, either as a Military Officer or as a civilian.		
3. Completion of the following courses: a. NATO Intelligence Course or National equivalent b. NATO Intelligence Analyst Course or		

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<p>National equivalent</p> <p>c. NATO IRM & CM Course or National equivalent</p>		
<p>4. Knowledge and Understanding of the following:</p> <p>a. NATO Air/Maritime/Ground/Space Sensor capabilities</p> <p>b. Space Collection</p> <p>c. NATO Targeting Process</p>		
<p>5. Demonstrated participation in NATO and/or international strategic planning exercises and operations as intelligence SME in the last 10 years.</p>		
<p>6. Demonstrated 3 years' experience in the last 10 years in briefing senior leaders at strategic/operational level in a National or Multinational environment.</p>		
<p>7. Competent in Microsoft Word, Excel, SharePoint, Outlook and PowerPoint</p>		
<p>8. Regular user of the following functional systems:</p> <p>a. INTEL-FS</p> <p>b. TOPFAS</p> <p>c. BICES</p>		
<p>9. Current NATO Secret Security Clearance or National equivalent.</p>		(Attach National Clearance)
<p>10. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading,</p>		

and Writing) or equivalent.		
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4.6 INTEL – NIFC IMINT SME

Taskings

1. Grant robust overall strategic situational awareness
2. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience’s achievement of those objectives.
3. Assist JWC EXCON INTEL in the development of NIFC strategic and operational level scenario documents tailored to the TA and TO of exercise.
4. In accordance with JWC EXCON INTEL Chief’s guidance and management, and with all necessary coordination, generate appropriate exercise material to provide a challenging and realistic problem set to the TA in line with the TO and scenario.
5. Support the TA achievement of TO, through tailored and accurate delivery of scenario Intel-related information.
6. Quickly read, digest, analyse and understand the comprehensive strategic/operational environment and situational awareness as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement in the strategic/operational intelligence to refine or improve the scenario.
8. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
9. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
10. Monitor TA activity and output so as to provide timely feedback to JWC EXCON staff to amend and adapt the exercise as required.
11. Under JWC EXCON INTEL Chief’s guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest adversary doctrine/TTPs in area of intelligence subject matter expertise.
12. Attend JWC EXCON meetings as dictated by the EXCON battle rhythm and JWC EXCON INTEL Chief, providing NIFC Intelligence SME advice as required.
13. On request, provide feedback to JWC permanent staff for the improvement of NATO exercise processes.
14. Under direction and guidance received from JISR CM, provide updates to JWC documentation to ensure representation of latest JISR doctrine/TTPs.
15. Assist TA with initial planning stages by providing IMINT subject matter expertise and scenario representation.
16. Act as the focal point for the training audience for IMINT matters during exercise preparation and execution to include advice on Nations IMINT capabilities & tasking processes, SPACE collection and Operational sensor capabilities.
17. Provide IMINT support and advice within EXCON & OPFOR during MMIDWS and or MMSWS in line with scenario settings and agreed exercise collection capabilities in order to provide guidance for likely TA understanding of the OPFOR Plan and contribute to the identification of a realistic/agreed reporting concept based on TA JISR sensor capabilities and likely CTL submissions.

18. Assist the JISR CM to develop a basic Concept of Operations for the use of NNI IMINT in the conflict, reflecting NATO Collection Requests (CRs) to Nations. If required, develop and present plans.
19. Close coordinate with the NIFC analysts in order to contribute to the DIU production and to ensure IMINT reporting is reflected within DIU itself.
20. Liaise with the relevant EXCON LOCON Response Cells to ensure that IMINT reflects TA tasking and that the reporting is reflected in the appropriate formats and through the agreed communication systems or software applications.
21. Coordinate IMINT serials within the JWC EXCON INTEL office and TA's Intel community.

4.6 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. Demonstrated 5 years' experience in the last 10 years with working in a National or NATO Strategic or Operational level Command as Imagery Analyst (or similar post).		
2. Demonstrated 3 years' experience in the last 10 years operational knowledge of Intelligence, either as a Military Officer or as a civilian.		
3. Completion of the following courses: a. NATO Intelligence Course or National equivalent b. NATO Imagery and IMINT Course or National equivalent c. NATO Targeting Course or National equivalent		
4. Knowledge and Understanding of the following: a. NATO Air/Maritime/Ground/Space Sensor capabilities b. Space Collection c. NATO Targeting Process		

5. Demonstrated participation in NATO and/or international strategic planning exercises and operations as intelligence SME in the last 10 years.		
6. Demonstrated 3 years' experience in the last 10 years in briefing senior leaders at strategic/operational level in a National or Multinational environment.		
7. Competent in Microsoft Word, Excel, SharePoint, Outlook and PowerPoint		
8. Regular user of the following functional systems: a. INTEL-FS b. TOPFAS c. BICES		
9. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
10. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

4.7 INTEL – NIFC RFI Manager

Taskings

1. Grant robust overall strategic situational awareness
2. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
3. Assist JWC EXCON INTEL in the development of NIFC strategic and operational level scenario documents tailored to the TA and TO of exercise.
4. In accordance with JWC EXCON INTEL Chief's guidance and management, and with all necessary coordination, generate appropriate exercise material to provide a challenging and realistic problem set to the TA in line with the TO and scenario.
5. Support the TA achievement of TO, through tailored and accurate delivery of scenario Intel-related information.

6. Quickly read, digest, analyse and understand the comprehensive strategic/operational environment and situational awareness as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement in the strategic/operational intelligence, with specific reference to the IRM process, to refine or improve the scenario.
8. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
9. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
10. Monitor TA activity and output so as to provide timely feedback to JWC EXCON staff to amend and adapt the exercise as required.
11. Under JWC EXCON INTEL Chief's guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest adversary doctrine/TTPs in area of intelligence subject matter expertise.
12. Attend JWC EXCON meetings as dictated by the EXCON battle rhythm and JWC EXCON INTEL Chief, providing NIFC Intelligence SME advice as required.
13. On request, provide feedback to JWC permanent staff for the improvement of NATO exercise processes.
14. Provide subject matter expertise, acting as NIFC RFI Manager to realistically represent the NIFC IRM processes and agreed IRM capabilities within the scenario to the Training Audience (TA).
15. Act as the focal point for the training audience for IRM matters during exercise preparation and execution.
16. Coordinate IRM operational matters within JWC SCENARIO team and JWC EXCON INTEL.
17. Assist TA throughout all the exercise stages by providing IRM subject matter expertise and scenario representation.
18. Provide support and advice within EXCON & OPFOR during MMIDWS and or MMSWS in line with scenario settings and agreed exercise collection capabilities.
19. Act as NIFC (or SHAPE, based on the exercise) IRM and RFI manager in meetings with the TA during the exercise, whether face to face, by VTC, phone, email or letter.

4.7 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. Demonstrated 3 years' experience in the last 10 years with working in a National or NATO Strategic or Operational level Command as Intelligence Analyst.		
2. Demonstrated 3 years' experience in the last 10 years operational knowledge of Intelligence, either as a Military Officer or as a civilian.		

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<p>3. Completion of the following courses:</p> <p>a. NATO Intelligence Course or National equivalent</p> <p>b. NATO IRM & CM Course or National equivalent</p>		
<p>4. Knowledge and Understanding of the following:</p> <p>a. NATO Air/Maritime/Ground/Space Sensor capabilities</p> <p>b. Space Collection</p> <p>c. NATO Targeting Process</p>		
<p>5. Demonstrated participation in NATO and/or international strategic planning exercises and operations as intelligence SME in the last 10 years.</p>		
<p>6. Demonstrated 3 years' experience in the last 10 years in briefing senior leaders at strategic/operational level in a National or Multinational environment.</p>		
<p>7. Competent in Microsoft Word, Excel, SharePoint, Outlook and PowerPoint</p>		
<p>8. Regular user of the following functional systems:</p> <p>a. INTEL-FS</p> <p>b. TOPFAS</p> <p>c. BICES</p>		
<p>9. Current NATO Secret Security Clearance or National equivalent.</p>		(Attach National Clearance)
<p>10. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP))</p>		

3333 – Listening, Speaking, Reading, and Writing) or equivalent.		
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Support Area 5- MEDIA

- 5.1 MEDIA – Online Media Content Manager
- 5.2 MEDIA – TV and Online Media Role-player
- 5.3 MEDIA – Online Media Writer and Role-player
- 5.4 MEDIA – Media OPFOR IO Writer and Role-player
- 5.5 MEDIA – Multimedia Technical Specialist
- 5.6 MEDIA – Social Media Scripter
- 5.7 MEDIA – Online Media Platform Manager

5.1 MEDIA – Online Media Content Manager

Tasking:

Phase II

1. Analyze exercise and scenario documentation to determine specific online media requirements to support exercise media and information play.
2. Identify and develop simulated media outlets/journalists to support Chief Media's plan for the exercise media landscape, including OPFOR outlets.
3. Develop background biographical data for simulated journalists.
4. Identify content requirements against scenario documents, including Road to Crisis, CSUs, OPFOR Campaign Plan, strategic documentation and other sources as appropriate.
5. Identify imagery and logo requirements to support online media content design plan.
6. Script online and social media content for each outlet/journalist as required by Chief Media's exercise plan.
7. Collaborate with Chief Media and OPFOR command cell to develop analytics plan to supplement online content in support of TA processes.

1. Scripting Events

1. Support Incident Development Conference to ensure wide understanding of media implications within events, incidents, storylines and themes and identify opportunities for information effects to further develop during scripting.
2. Support MEL/MIL Scripting Conference, translating guidance from Media and OPFOR into a deliverable plan and overseeing design of online content framework across all events.
3. Oversee online media script development and ensure OPFOR and mainstream media effects are designed in accordance with the media lifecycle and in line with the Media and OPFOR exercise plans.
4. Ensure wider understanding.
5. Script online content as required and edit submitted online content to ensure it is delivered in accordance with established standards for NewsWeb distribution.
6. Provide guidance to online scripters as required.

2. Phase IIIB

1. Prior to STARTEX, review JEMM database to ensure media framework for each storyline is complete and in line with established standards for NewsWeb distribution with appropriate social media support.
2. Update analytics package with expected sentiment estimates and make adjustments as required and in line with Chief Media's guidance, and post analytics periodically throughout exercise according to agreed schedule.
3. Manage JEMM to ensure media content is prepared in due course, posted in a timely manner, and updated to accommodate dynamic changes.

4. Post content from JEMM onto backend of JOOMLA server for NewsWeb, Chatter and Facepage platforms; add imagery, memes, and other graphics as required and adjust technical aspects to ensure content layout remains in balance.
5. Take regular guidance from Media and OPFOR on dynamic changes and translate guidance into timely media content.
6. Coordinate as required with other subject matter experts from CAX, Intel, HICON, LOCON, and others necessary to ensure media content is accurate and relevant.
7. Collaborate daily with Chief Media to develop/adjust strategic hashtags, troll and botnet activity as required to support upcoming exercise play.
8. Provide daily and continuing guidance to role players and scripters to ensure dynamic changes are reflected in online media content.
9. Provide daily analytics and feedback to Chief Media on exercise media content production and consumption.
10. Role-play as journalist when required, attending press conferences and conducting interviews.
11. Attend/chair meetings as required to include boards, working groups, cell coordination, and Crisis Action Teams.

5.1 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. A university master’s degree in a communication related field plus 4 years relevant experience or a university bachelor’s degree in a communication related field plus 8 years relevant experience.		
2. 4 years’ (in last 10 years) of military Public Affairs experience (as a service member or civilian) including media relations work.		
3. 2 years’ professional experience administering the JOOMLA content management system (CMS) on Microsoft Windows servers.		
4. Journalism and/or academic writing experience within past 8 years for real-world and/or military exercise publications indicating understanding of journalism standards and practices		

including adherence to Associated Press or similar style guidelines.		
5. Advanced knowledge of Joint Exercise Management Module (JEMM) or a similar database management system including the ability to export content to MS Office to produce pivot tables and analytics.		
6. Working knowledge and experience in military operational processes and exercises.		
7. Understanding of military strategic communications practices and policies.		
8. Advanced knowledge of Microsoft Word, Excel and PowerPoint.		
9. Working level knowledge of Adobe Photoshop.		
10. Candidate must provide a link to an online portfolio containing: 2 examples of journalism and/or published academic work; and a link to an administered website using the JOOMLA CMS.		
11. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
12. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 4444 – Listening, Speaking, Reading, and Writing) or equivalent.		

5.2 MEDIA – TV and Online Media Roleplayer

Tasks:

MEL/MIL Scripting Conference:

1. Review exercise and scenario documentation including Road to Crisis, CSUs, OPFOR Campaign Plan, media outlets/journalists and media landscape.
2. Identify and create required mainstream and OPFOR media content to support storylines across all functional areas for multiple TV, online and social media platforms based on D&G from Chief, Media.

3. Perform as a syndicate media SME advising syndicate members on: media implications of incidents; opportunities for information effects; and requirements/procedures for media related injects.
4. Develop associated inject placeholders to supplement storyboards and incidents throughout duration of PhIIIB.
5. Ensure injects focus on operational level effects.
6. Script TV reports, online news articles and social media content IAW media SOP and ready for final refinement during execution.
7. Synchronize media injects across media life cycle and exercise battle rhythm.

Phase IIIB:

1. Serve as a Media SME, at the JWC or a deployed location, directly supporting the media simulation effort based on daily D&G from Chief, Media and the lead Online Media SME.
2. Prior to STARTEX, review exercise scenario documentation and the JEMM database to ensure media framework for assigned storylines is complete and in line with established standards for NewsWeb distribution with appropriate social media support.
3. Create both pre-scripted and dynamic media content as required by the Mel/Mil, TA activity and EXCON D&G.
4. Perform daily as a TV broadcast journalist role-player (mainstream or OPFOR) in media engagements with TA members to include one-on-one interviews, press conferences, phone and email interviews.
5. Perform as TV news anchor as required for mainstream or OPFOR broadcasts.
6. Support JEMM media inject management: monitor/update Battle Log and Inject Status; ensure media content is prepared in due course and posted in a timely manner.
7. Review and edit media content produced by other media staff to ensure consistency, continuity and relevance to appropriate storylines and desired effects.
8. Support dynamic changes as identified by Chief, Media and translate guidance into timely media content.
9. Ensure assigned media content is accurate and relevant by coordinating as required with other media staff and SMEs from Response Cells, CAX, Intel, HICON, LOCON, and others.
10. Coordinate/create/post strategic hashtags and troll activity based on daily D&G to support upcoming exercise play.

5.2 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
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1. Post-secondary education.		
2. 5 years' (in last 15 years) of professional on-camera broadcast journalism experience including reporting and conducting interviews about real or simulated military operations and/or humanitarian crisis. Reporting must have adhered to broadcast journalism standards, practices and procedures such as the AP or BBC.		
3. 4 years' professional news producer or shooter/editor experience creating content from concept to completion including use of b-roll, soundbites and graphics.		
4. 5 years' experience working as part of a team in news or multimedia production.		
5. Expert knowledge of Microsoft Word or scriptwriting software.		
6. Candidate must provide a link to an online portfolio containing at least 3 examples of their professional on-camera TV reporting including interview soundbites and at least 2 examples of news content produced by the candidate.		
7. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
8. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 4444 – Listening, Speaking, Reading, and Writing) or equivalent.		

5.3 MEDIA – Online Media Content Writer/Role-player

Tasks:

MEL/MIL Scripting Conference:

MEL/MIL Scripting Conference:

1. Review exercise and scenario documentation including Road to Crisis, CSUs, OPFOR Campaign Plan, media outlets/journalists and media landscape.
2. Identify and create required mainstream and OPFOR media content to support storylines across all functional areas for multiple online and social media platforms based on D&G from Chief, Media.
3. Perform as a syndicate media SME advising syndicate members on: media implications of incidents; opportunities for information effects; and requirements/procedures for media related injects.
4. Develop associated inject placeholders to supplement storyboards and incidents throughout duration of PhIIIB.
5. Ensure injects focus on operational level effects.
6. Script articles and social media content IAW media SOP and ready for final refinement during execution.
7. Synchronize media injects across media life cycle and exercise battle rhythm.

Phase IIIB:

1. Serve as a Media SME, at the JWC or a deployed location, directly supporting the media simulation effort based on daily D&G from Chief, Media and the lead Online Media SME.
2. Prior to STARTEX, review exercise scenario documentation and the JEMM database to ensure media framework for assigned storylines is complete and in line with established standards for NewsWeb distribution with appropriate social media support.
3. Create both pre-scripted and dynamic media content as required by the Mel/Mil, TA activity and EXCON D&G.
4. Perform daily as a role-playing journalist in media engagements with TA members to include one-on-one interviews, press conferences, and phone and email interviews.
5. Support JEMM media inject management: monitor/update Battle Log and Inject Status; ensure media content is prepared in due course and posted in a timely manner.
6. Review and edit media content produced by other media staff to ensure consistency, continuity and relevance to appropriate storylines and desired effects.
7. Support dynamic changes as identified by Chief, Media and translate guidance into timely media content.
8. Ensure assigned media content is accurate and relevant by coordinating as required with other media staff and SMEs from Response Cells, CAX, Intel, HICON, LOCON, and others.
9. Coordinate/create/post strategic hashtags and troll activity based on daily D&G to support upcoming exercise play.

5.3 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective
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		Technical Requirements.
1. Post-secondary education.		
2. Professional journalism and/or academic writing experience within past 8 years for real-world and/or military exercise publications indicating understanding of journalism standards and practices including adherence to Associated Press or similar style guidelines.		
3. Expert knowledge of Microsoft Word.		
4. At least 5 years' experience working in a communications field as part of a team.		
5. Candidate must provide a link to an online portfolio containing at least 5 examples of their published content.		
6. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
7. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 4444 – Listening, Speaking, Reading, and Writing) or equivalent.		

5.4 MEDIA – Media OPFOR IO Writer/Role-player

Tasking:

MEL/MIL Scripting Conference:

1. Review exercise and scenario documentation including Road to Crisis, CSUs, OPFOR Campaign Plan, media outlets/journalists and media landscape.
2. Maintain constant coordination with Online Content Manager, OPFOR command cell, Chief, Media to identify and create primarily OPFOR media content to support storylines across all functional areas for multiple TV, online and social media platforms based on coordination with OPFOR and Media.
3. Perform as a Media/IO SME advising all scripters on: OPFOR media implications of incidents; opportunities for information effects; and requirements/procedures for media related injects.

4. Develop associated inject placeholders to supplement storyboards and incidents throughout duration of PhIIIB.
5. Ensure injects focus on operational level effects.
6. Script primarily OPFOR related online news articles and social media content IAW media SOP and ready for final refinement during execution.
7. Synchronize media injects across media life cycle and exercise battle rhythm.

Phase IIIB:

1. Directly supports the OPFOR IO effort based on daily D&G from OPFOR and Media.
2. Prior to STARTEX, review exercise scenario documentation, the latest OPFOR plan and the JEMM database to ensure media framework for assigned storylines is complete and in line with established standards for NewsWeb distribution with appropriate social media support.
3. Create both pre-scripted and dynamic media content as required by the Mel/Mil, TA activity and EXCON D&G.
4. Perform daily as a role-playing OPFOR journalist in media engagements with TA members to include one-on-one interviews, press conferences, and phone and email interviews.
5. Provide relevant inject details to OPFOR TV role-player.
6. Support JEMM media inject management: monitor/update Battle Log and Inject Status; ensure media content is prepared in due course and posted in a timely manner.
7. Review and edit all OPFOR media content produced by other media staff to ensure consistency, continuity and relevance to appropriate storylines and desired effects.
8. Supports all approved dynamic changes and translate guidance into timely media content.
9. Ensure assigned media content is accurate and relevant by coordinating as required with other media staff and SMEs from Response Cells, CAX, Intel, HICON, LOCON, and others.
10. Coordinate/create/post strategic hashtags and troll activity based on daily D&G to support upcoming exercise play.
11. Provide daily OPFOR inputs to the overall exercise media product matrix in order to capture media statistics for EXCEN brief/analysis and to ensure TA is receiving balanced coverage.
12. Provide daily OPFOR input to the Media Analysis Dashboard.
13. Attend/chair OPFOR meetings as required to include boards, working groups, cell coordination, and Crisis Action Teams.

5.4 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective
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		Technical Requirements.
1. Post-secondary education.		
2. At least 5 years' (in last 10 years) professional real-world or exercise experience in support of military public affairs and/or information operations to include creation of print/broadcast/social media content.		
3. Military exercise experience within the last 10 years.		
4. Expert knowledge of Microsoft Word, Excel and PowerPoint.		
5. Candidate must provide a link to an online portfolio with at least 5 examples of content produced in support of military public affairs or information operations.		
6. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
7. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 4444 – Listening, Speaking, Reading, and Writing) or equivalent.		

5.5 MEDIA – Multimedia Technical Specialist

Tasking:

Phase IIIB

1. Serve as a Multimedia Technical Specialist, at the JWC or deployed location, directly supporting the media simulation effort based on daily D&G from Chief, Media and direct coordination with assigned TV role-player.
2. Prior to STARTEX, review exercise scenario documentation, the latest OPFOR plan and the JEMM database for familiarization of planned media storylines.
3. Record/capture and edit broadcast quality digital video/audio/still images using professional multimedia and lighting equipment and related hardware/software to produce TV news reports based on the media SOP and set deadlines.

4. Coordinate daily TV news production with assigned TV role-player to determine b-roll, graphics and script requirements, shooting locations, schedule, etc....
5. Prepare sets as required in support of one-on-one interviews, stand-ups, and press conferences; conduct safe setup, operation, strike, and transport of multimedia equipment.
6. Process, format, and digitally deliver completed multimedia products to media POC for distribution to audiences across NATO using a variety of web, cloud, and network methods.
7. Coordinate all production style elements with JWC Lead Multimedia Tech to ensure access to required media drives and to confirm reports are in accordance with media SOP.
8. Create/post strategic social media posts and troll activity when required based on daily D&G to support upcoming exercise play.

5.5 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. Post-secondary education in multimedia related field.		
2. 5 years' (in last 10 years) professional multimedia production experience using audio, video, lighting equipment, and related computer hardware/software. Experience must be related to news or story telling using video, audio and graphics.		
3. At least 3 years' experience working as part of a multimedia/news production team.		
4. Candidate must provide a link to an online portfolio showcasing at least 5 examples of their multimedia work with the technical details of each production including the equipment and tools used.		
5. Expert knowledge of Microsoft Word or scriptwriting software.		
6. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)

7. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 4444 – Listening, Speaking, Reading, and Writing) or equivalent.		
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5.6 MEDIA – Social Media Scripter

Tasking:

1. Serve as a Social Media Scripter directly supporting the media simulation effort based on daily D&G from Chief, Media and the lead Online Media SME.
2. Prior to STARTEX, review exercise scenario documentation, media SOP, social media terms and conditions, and the JEMM database to become familiar with the media framework, storylines and procedures for exercise social media play.
3. Review established strategic social media accounts and their pre-PhIIIB activity; create additional accounts as needed IAW Online and OPFOR IO input.
4. Actively support JEMM social media inject management: monitor/update Battle Log and Inject Status; ensure assigned social media content is prepared in due course and posted to deadline including text and images to the appropriate social media platform(s).
5. Actively coordinate/create/post pre-scripted and dynamic strategic social media content using assigned hashtags and supporting troll activity based on the Mel/Mil, TA activity and EXCON D&G.
6. Ensure assigned social media content is accurate and relevant by coordinating as required with other media staff and SMEs from Response Cells, CAX, Intel, HICON, LOCON, and others.
7. Review and edit social media content produced by other media staff to ensure consistency, continuity and relevance to appropriate storylines and desired effects.
8. Assist in regulating all social media content using preview tool.
9. Be prepared to actively perform as necessary as a roleplaying journalist in TA press conferences using pre-scripted questions.

5.6 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. Post-secondary education.		
2. 3 years' professional experience in creating strategic social media content using		

Twitter and/or Facebook (or simulated equivalents such as Chatter and Facepage) including managing multiple accounts and creating effects based content.		
3. At least 3 years' professional experience working in a strategic communications field such as public affairs, marketing, information operations or psychological operations.		
4. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
5. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 4444 – Listening, Speaking, Reading, and Writing) or equivalent.		

5.7 MEDIA – Online Media Platform Manager

Tasking:

1. Creates and maintains the exercise online news and social media websites in close consultation with the Information Environment Manager.
2. Develops websites to support the Exercise Information & Media Plan for multiple platforms, including International, Regional, National and Local outlets with both print and social media products.
3. Coordinates daily with all stakeholders and actively participates in relevant meetings.
4. Designs, updates, and populates news and social media platforms using web content management software.
5. Manages media platforms to ensure continuity and quality control.
6. Troubleshoots content and technical issues.
7. Creates online media content library and manages archive for online media content.
8. Provides expertise/input as needed during MEL/MIL Strategy, Incident Development and Scripting Workshops.
9. Provides exercise social media instruction and assistance via group briefings and/or video.
10. Advises scripters how to coordinate potential information activities and alternative solutions and guidance to requests that do not contribute to the event's training objectives.
11. When available, actively role-plays as a journalist during TA press conferences with pre-scripted questions.

- 12. Serves as a Media SME regarding online media publishing.
- 13. Identifies and projects trends in real world online media news delivery and proposes options to keep JWC media simulation realistic.

5.7 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. Post-secondary education.		
2. At least 5 years' professional experience in organizational website management, employing digital journalism/social media techniques and platforms, specifically online content management systems using Joomla!, WordPress or Drupal on Microsoft Windows servers.		
3. Professional experience developing websites using HTML, CSS, and PHP.		
4. At least 3 years' professional experience designing and managing content platforms involving high volumes of data.		
5. Advanced knowledge of Microsoft Office and Adobe Photoshop.		
6. Candidate must provide a link to an online portfolio with links to at least 2 websites they have created and maintained in the last 5 years including a description of the tools used for each.		
7. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
8. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 4444 – Listening, Speaking, Reading, and Writing) or equivalent.		

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Support Area 6- TARGETING

- 6.1 TARGETING – Subject Matter Expert (SME) (Deliberate)
- 6.2 TARGETING – Subject Matter Expert (Deliberate / Late)
- 6.3 TARGETING – Battle Damage Assessment (BDA) Scripter
- 6.4 TARGETING – Joint Time Sensitive Targeting (JTST) Coordinator
- 6.5 TARGETING – Joint Time Sensitive Targeting (JTST) Assistant

6.1 TARGETING – TGT Subject Matter Expert – (Deliberate)

Tasking:

Planning and Scripting Phases:

1. Quickly read, digest, analyse and understand the targeting campaign as depicted in the scenario documentation provided by JWC.
2. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
3. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation of targeting.
4. Understand and analyse developing training audience plans and documentation and their impacts on targeting.
5. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.

Execution Phase:

1. Responsible for coordinating RC/LOCON inputs to the training audience targeting process.
2. Produces deliberate targeting products as required.
3. Responsible to chief EXCON targeting cell for the coordination of planned targeting activity with chief CAX.
4. Responsible for monitoring dynamic CAX play and providing chief CAX with SME input on outcomes based on coordination with chief EXCON targeting cell.
5. Act as EXCON targeting SME 1 in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
6. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
7. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

8. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
9. Contribute into daily EXCON TGT meeting and attend daily coordination meetings as dictated by the EXCON battle rhythm and Targeting Cell, providing SME advice as required.
10. Undertake any other duties as directed by the Targeting Cell JWC permanent staff as reasonably expected within the exercise.

6.1 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. National and NATO trained targeteer with 5 years of real-world operational targeting experience.		
2. Good knowledge of operational and tactical-level staff processes and campaign synchronisation.		
3. Good knowledge of JTS (Joint Targeting System), FAST (Flexible Advanced C2 Services for Time-Sensitive Targeting), JCHAT, NATO CDE (Collateral Damage Estimation) methodology and targeting doctrine.		
4. 1 or 2 experiences in the last 5 years with national or NATO exercise scenarios and exercise delivery processes.		
5. Current NATO Secret Security Clearance or National equivalent.		
6. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

6.2 TARGETING – TGT Subject Matter Expert – (Deliberate/Late)

Tasking:

Planning and Scripting Phases:

1. Quickly read, digest, analyse and understand the targeting campaign as depicted in the scenario documentation provided by JWC.
2. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
3. Understand and analyse developing training audience plans and documentation and their impacts on targeting.
4. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.

Execution Phase:

1. Responsible for producing all targeting-related products including Basic Target Graphics, associated IMINT, SIGINT, HUMINT products and reports in support of deliberate and JTST targets.
2. Coordinates and produces target materials in support of Response Cells.
3. Manages the targets access db for EXCON Targeting Cell.
4. Assists BDA scripter with development of BDA Ph2 reporting and any associated Intel products.
5. Act as EXCON targeting SME 2 in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
6. JWC permanent staff as reasonably expected within the exercise.
7. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
8. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.
9. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.

10. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Targeting Cell, providing SME advice as required.

11. Undertake any other duties as directed by the Targeting Cell

6.2 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. National and NATO trained targeteer with 5 years of real-world operational targeting experience.		
2. Good knowledge of operational and tactical-level staff processes and campaign synchronisation.		
3. Good knowledge of JTS (Joint Targeting System), FAST (Flexible Advanced C2 Services for Time-Sensitive Targeting), JCHAT, NATO CDE (Collateral Damage Estimation) methodology and targeting doctrine.		
4. 1 or 2 experiences in the last 5 years with national or NATO exercise scenarios and exercise delivery processes.		
5. Current NATO Secret Security Clearance or National equivalent.		
6. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

6.3 TARGETING – TGT BDA Scripter

Tasking:

Execution Phase:

1. Responsible to Chief EXCON targeting cell for collating Component Command (CC) tasking to match targeting missions to ISR missions and to D&G from Chief EXCON targeting cell to develop BDA outcomes.
2. Responsible for the production of phase 2 BDA reporting and associated Intel reporting and products.
3. Responsible for the timely distribution of BDA reporting via NATO Intel FAS to Joint Task Force (JTF) and CC and monitoring JTF and CC actions.
4. Responsible for monitoring Joint Targeting System campaign assessment and BDA areas to ensure BDA reporting is accurate and complete.
5. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
6. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Targeting Cell, providing SME advice as required.
7. Undertake any other duties as directed by the Targeting Cell JWC permanent staff as reasonably expected within the exercise.
8. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

6.3 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. National and NATO trained targeteer with 5 years of real-world operational targeting experience.		
2. Good knowledge of operational and tactical-level staff processes and campaign synchronisation.		

3. Good knowledge of JTS (Joint Targeting System), FAST (Flexible Advanced C2 Services for Time-Sensitive Targeting), JCHAT, NATO CDE (Collateral Damage Estimation) methodology and targeting doctrine.		
4. 1 or 2 experiences in the last 5 years with national or NATO exercise scenarios and exercise delivery processes.		
5. Current NATO Secret Security Clearance or National equivalent.		
6. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

6.4 TARGETING – TGT Joint Time Sensitive Targeting (JTST) Coordinator

Tasking:

Execution Phase:

1. Responsible for generating injects to stimulate JTST incidents in support of the Targeting Cell.
2. Responsible for generating JTST targeting materials including Intel reports, imagery, and pre-scripting JCHAT.
3. Quickly read, digest, analyse and understand the targeting campaign as depicted in the scenario documentation provided by JWC.
4. Understand and analyse developing training audience plans and documentation and their impacts on targeting.
5. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
6. Undertake any other duties as directed by the Targeting Cell JWC permanent staff as reasonably expected within the exercise.

7. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

6.4 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. National and NATO trained targeteer with 5 years of real-world operational targeting experience.		
2. National or NATO trained targeteer with Intel and ISR background.		
3. Must be familiar with all source intelligence reporting and NATO Intel process and procedures.		
4. Good knowledge of operational and tactical-level staff processes and campaign synchronisation.		
5. Good knowledge of JTS (Joint Targeting System), FAST (Flexible Advanced C2 Services for Time-Sensitive Targeting), JCHAT, NATO CDE (Collateral Damage Estimation) methodology and targeting doctrine.		
6. Current NATO Secret Security Clearance or National equivalent.		
7. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

6.5 TARGETING – TGT Joint Time Sensitive Targeting (JTST) Assistant

Tasking:

Execution Phase:

1. Responsible for generating injects to stimulate JTST incidents in support of the Targeting Cell.
2. Responsible for generating JTST targeting materials including Intel reports, imagery, and pre-scripting JCHAT.
3. Quickly read, digest, analyse and understand the targeting campaign as depicted in the scenario documentation provided by JWC.
4. Understand and analyse developing training audience plans and documentation and their impacts on targeting.
5. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
6. Undertake any other duties as directed by the Targeting Cell JWC permanent staff as reasonably expected within the exercise.
7. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

6.5 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. National and NATO trained targeteer with 5 years of real-world operational targeting experience.		
2. National or NATO trained targeteer with Intel and ISR background.		
3. Must be familiar with all source intelligence reporting and NATO Intel process and procedures.		

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4. Good knowledge of operational and tactical-level staff processes and campaign synchronisation.		
5. Good knowledge of JTS (Joint Targeting System), FAST (Flexible Advanced C2 Services for Time-Sensitive Targeting), JCHAT, NATO CDE (Collateral Damage Estimation) methodology and targeting doctrine.		
6. Current NATO Secret Security Clearance or National equivalent.		
7. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

Support Area 7- IO/NGO

7.1 IO/NGO – European Union (EU) Special Representative

7.2 IO/NGO – Coordinator

7.3 IO/NGO – Gender Representative

7.4 IO/NGO - Director, Regional Stability Forum

7.1 IO/NGO – EU Special Representative

Tasking:

1. Provide subject matter expertise in all EU operations, particularly CSDP in the region, to realistically represent the exercise scenario to the training audience in interaction with the international organization of the EU.
2. Act as the focal point for the training audience for all political matters relating to the EU during exercise preparation and execution.
3. Coordinate activity of all international organisation operational matters across within the team of personnel representing the EU and similar international organizations.
4. Quickly read, digest, analyse and understand the relevant situation as depicted in the scenario documentation provided by JWC.
5. Understand and provide recommendations for improvement in the representation of EU and similar international political organizations to refine or improve the scenario.
6. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
7. Develop a basic Concept of Operations for the involvement of the EU in the conflict, reflecting tasking for political interactions with the Training Audience and co-ordination with all other relevant political representatives (e.g. affected nation politicians and senior military figures) to ensure coherent representation of scenario to training audience. If required, develop and present plans.
8. Be prepared to assist JWC in the development of strategic and operational level political scenario documents, including EU documentation, tailored to the training audience and exercise.
9. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation of EU political and operational matters.
10. Understand and analyse developing training audience plans and documentation and their impacts on EU political and operational matters.
11. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
12. Act as the Senior Representative of the EU in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.

13. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
14. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
15. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
16. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
17. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise
18. Make solicited recommendations to the JWC Exercise Control team.
19. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
20. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

7.1 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. A University/Bachelor's Degree or Staff College		
2. Demonstrate 3 years in the last 10 experience in briefing senior leaders/decision makers at the governance level in a National or Multinational environment.		
3. Demonstrate 3 years' experience in the last 10 of		

working in the European Union Commission or Council at a senior level.		
4. Demonstrate 3 years' knowledge and operational experience of NATO and/or EU military operations, within the last 10 years either as a Military Officer or as a civilian.		
5. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
6. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

7.2 IO/NGO – Coordinator

Tasking:

1. Provide subject matter expertise in the operation of nation and international non-governmental organizations to realistically represent the exercise scenario to the training audience in interaction with IOs/NGOs.
2. Act as the focal point for the training audience for all matters relating to the international humanitarian response, human rights issues and civil society issues during exercise preparation and execution.
3. Coordinate humanitarian, human rights and civil society matters with all appropriate representatives.
4. Quickly read, digest, analyse and understand the humanitarian, human rights and civil society situation as depicted in the scenario documentation provided by JWC.
5. Understand and provide recommendations for improvement in the representation of humanitarian, human rights and civil society issues to refine or improve the scenario.

6. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
7. Develop a basic Concept of Operations for humanitarian, civil society and human rights issues in the conflict, reflecting tasking for other non-military representatives. If required, develop and present plans.
8. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
9. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation of [relevant area].
10. Understand and analyse developing training audience plans and documentation and their impacts on humanitarian, human rights and civil society issues.
11. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
12. Act as director of a fictitious human rights umbrella organization, speaking on behalf of all IOs within the scenario, in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
13. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
14. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
15. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
16. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
17. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise
18. Make solicited recommendations to the JWC Exercise Control team.
19. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.

20. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

7.2 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. A University/Bachelor's Degree		
2. Significant experience (i.e. in excess of 5 years in the past 20) of working at the senior levels of an (humanitarian) international (non-) governmental organization		
3. Demonstrate 3 years' experience in the last 10 in briefing senior leaders/decision makers in a National or Multinational environment (or NGO equivalent level).		
4. Demonstrate 3 years' experience in the last 10 with working in an operational or governance role in a relevant national or international (non-) governmental organization.		
5. Extensive interaction with or working alongside. NATO at operational level. At least 2 years within the last 10 years either as a Military		

Officer or as a civilian.		
6. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
7. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

7.3 IO/NGO – Gender Representative

Tasking:

1. Provide subject matter expertise in human development index aspects of military operations, specifically human rights, transparency and gender development, so as to realistically represent the exercise scenario to the training audience in interaction with the Affected Nation civil society and broader IOs and NGOs.
2. Act as the focal point for the training audience for matters relating to NGO contribution to humanitarian crisis response, in particular IRT gender perspectives, during exercise preparation and execution.
3. Coordinate IO/NGO and humanitarian matters with other appropriate representatives.
4. Quickly read, digest, analyse and understand the humanitarian and civil society situation as depicted in the scenario documentation provided by JWC.
5. Understand and provide recommendations for improvement in the representation of human development index aspects of military operations, specifically human rights, transparency and gender development to refine or improve the scenario.
6. Understand exercise and training objectives and ensure their representation of human development index aspects of military operations, specifically human rights, transparency and gender development in the scenario supports the training audience’s achievement of those objectives.

7. Assist the humanitarian/civil society representatives in the development of a basic Concept of Operations for humanitarian, human rights and civil society issues in the conflict, if required, assist in the development and presentation of such plans.
8. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
9. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation of human development index aspects of military operations, specifically human rights, transparency and gender development.
10. Understand and analyse developing training audience plans and documentation and their impacts on the affected nations' civil society issues.
11. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
12. Act as director of a fictitious umbrella organization speaking on behalf of all IOs/NGOs within the scenario acting in line with the UN Sustainable Development Goals and particularly focussed on the representation of gender issues in the affected nations' civil society. Conduct meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
13. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
14. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
15. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
16. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
17. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise
18. Make solicited recommendations to the JWC Exercise Control team.

19. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.

20. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

7.3 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. A University/Bachelor's Degree		
2. Significant experience (i.e. in excess of 3 years in the past 20) of working at the senior levels of an (humanitarian) international (non-) governmental organization		
3. Demonstrate 3 years' experience in the last 10 in briefing senior leaders/decision makers at the governance level (or NGO equivalent level) in a National or Multinational environment.		
4. Demonstrate 3 years' experience in the last 10 with working in an operational or governance role in a relevant national or international non-governmental organization.		

5. Extensive interaction with or working alongside NATO at operational level. At least 2 years within the last 10 years either as a Military Officer or as a civilian.		
6. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
7. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

7.4 Director, Regional Stability Forum

Tasking:

1. Provide subject matter expertise as the director of a fictitious regional stability forum; an umbrella organisation providing political representation from the affected and politically allied nations, in order to realistically represent the exercise scenario to the training audience.
2. Act as the focal point for the training audience for matters of security sector reform (SSR), disarmament, demobilization and reintegration (DDR) and military contribution to stabilisation operations, during exercise preparation and execution.
3. Coordinate SSR, DDR and associated operational matters within the team of political and diplomatic representatives.
4. Quickly read, digest, analyse and understand the stabilisation and security situation as depicted in the scenario documentation provided by JWC.
5. Understand and provide recommendations for improvement in the representation of stabilisation, SSR and DDR to refine or improve the scenario.
6. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience’s achievement of those objectives.

7. Develop a basic Concept of Operations for the presentation of stabilisation issues to the TA during the conflict, as co-ordinated with other strategic political and diplomatic representatives. If required, develop and present plans.
8. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
9. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation of stabilisation, SSR and DDR.
10. Understand and analyse developing training audience plans and documentation and their interaction with peace and stabilization operations.
11. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
12. Act as the director of a fictional stability forum in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
13. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
14. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
15. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
16. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
17. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise
18. Make solicited recommendations to the JWC Exercise Control team.
19. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
20. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

7.4 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements.
1. A University/Bachelor's Degree		
2. Significant experience (i.e. in excess of 3 years in the past 20) of working at the senior levels of an (humanitarian) international non-governmental organization		
3. Demonstrate 3 years' experience in the last 10 in briefing senior leaders/decision makers at the governance level (or NGO equivalent level) in a National or Multinational environment.		
4. Demonstrate 3 years' experience in the last 10 with working in an operational or governance role in a relevant international (non-) governmental organization.		
5. Extensive interaction with or working alongside NATO at operational level. At least 2 years within the last 10 years either as a Military Officer or as a civilian.		

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6. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
7. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

Support Area 8- Government

8.1 Government- Nation's Ambassador to the Fake Nation

8.2 Government- Minister of Foreign Affairs and Deputy Prime Minister to Affected/Host Nation

8.3 Government- Senior Official within Ministry of Public Works, Transport, Infrastructure and Telecommunications

8.4 Government- Permanent Secretary to the Ministry of Public Order

8.5 Government- Legal Advisor to the Government of the Affected Nation

8.6 Government- STRATCOM Advisor to the Government of the Affected Nation

8.7 Government- Police Commissioner of the Affected Nation

8.8 Government- Director of Intelligence & Security Service of the Affected Nation

A. Western Europe

B. Northern and Central Africa

8.1 Government – Nation’s Ambassador to the Fake Nation

Tasking:

1. Provide subject matter expertise in the political situation and attitude of required nation to realistically represent the exercise scenario to the training audience with regards to interaction between the scenario country and required nation.
2. Act as the focal point for the training audience for the government of [required country] for political and diplomatic matters during exercise preparation and execution.
3. Coordinate political and diplomatic operational matters with all other national and international political representatives.
4. Quickly read, digest, analyse and understand the political situation so far as it affects the required country as depicted in the scenario documentation provided by JWC.
5. Understand and provide recommendations for improvement in the area of national diplomatic representation in the scenario.
6. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience’s achievement of those objectives.
7. Develop a basic Concept of Operations for the diplomatic operations of the required country and relationships with the scenario affected nation in the conflict. If required, develop and present plans.
8. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
9. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation of the diplomatic relationships with the required country.
10. Understand and analyse developing training audience plans and documentation and their impacts on diplomatic relations with the required country.
11. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.

12. Act as high ranking senior diplomatic official of [required country] in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
13. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
14. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
15. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
16. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
17. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise
18. Make solicited recommendations to the JWC Exercise Control team.
19. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
20. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

8.1 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
Applying for: A: Western European Speciality <input type="checkbox"/> B: Northern and Central Africa <input type="checkbox"/>	Please check A, B or both to clarify which regional speciality the applicant is applying for	
1. A University/Bachelor's		

Degree		
2. Demonstrate 3 years' experience in the last 10 in the field of political decision making at Ministry of Foreign Affairs or Ministry of Defence level of the Nation represented.		
3. Demonstrate 3 years' experience in the last 10 in briefing senior leaders/decision makers at the governance level in a National or Multinational environment.		
4. Demonstrate 3 years' experience in the last 10 in influencing national policy making at strategic level in the represented country.		
5. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
6. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

8.2 Government – Minister of Foreign Affairs and Deputy Prime Minister to Affected/Host Nation

Tasking:

1. Provide subject matter expertise to realistically represent a senior Minister and Deputy PM of the Affected Nation's (AN; country with NATO Forces deploying/deployed) Government to the training audience in accordance with the exercise scenario.

2. To provide strategic advice and guidance on matters concerning the AN's Government perspective and political concerns to the TA.
3. Ascertain that the TA is exposed to a realistic and coherent response by the AN Government and the GYC in general.
4. Act as the focal point for the training audience for all Strategic matters regarding the AN during exercise preparation and execution.
5. Coordinate political matters which have operational and strategic affect within the AN and EXCON team.
6. Quickly read, digest, analyse and understand the AN political situation as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement of AN's political concerns within the scenario.
8. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
9. Develop a basic Concept of Operations for the AN Ministry of PO in the conflict and if required, develop and present plans.
10. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
11. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation to incorporate the AN Political position.
12. Understand and analyse developing training audience plans and documentation and their impacts on the AN at the Political and Strategic level.
13. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
14. Act as AN Dep PM in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
15. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.

16. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
17. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
18. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
19. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.
20. Make solicited recommendations to the JWC Exercise Control team.
21. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
22. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

8.2 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
Applying for: A: Western European Speciality <input type="checkbox"/> B: Northern and Central Africa <input type="checkbox"/>	Please check A, B or both to clarify which regional speciality the applicant is applying for	
1. A University/Bachelor's Degree		
2. Demonstrate 3 years' experience in the last 10 in the field of political decision making at Ministry of		

Foreign Affairs level in the Region represented.		
3. Demonstrate 3 years' experience in the last 10 in briefing senior leaders/decision makers at the governance level in a National or Multinational environment.		
4. Demonstrate 3 years' experience in the last 10 in influencing national policy making at strategic level in the represented country.		
6. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
7. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		Should this be 3333?

8.3 Government –Senior Official within Ministry of Public Works, Transport, Infrastructure and Telecommunications

Tasking:

1. Provide subject matter expertise to realistically represent a Senior Official within the Affected Nation's (AN; country with NATO Forces deploying/deployed) Ministry of Public Works, Transport, Infrastructure and Telecommunications (PWTIT) to the training audience in accordance with the exercise scenario.
2. To provide strategic advice and guidance on matters concerning the AN's Ministry of PWTIT posture to the TA.
3. Ascertain that the TA is exposed to a realistic and coherent response by the AN Ministry of PWTIT and the GYC in general.

4. Act as the focal point for the training audience for all AN PWTIT matters during exercise preparation and execution.
5. Coordinate operational PWTIT matters within the AN and EXCON team.
6. Quickly read, digest, analyse and understand the PWTIT situation as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement of PWTIT concerns within the scenario.
8. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
9. Develop a basic Concept of Operations for the use of AN PWTIT in the conflict and if required, develop and present plans.
10. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
11. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation to incorporate AN PWTIT.
12. Understand and analyse developing training audience plans and documentation and their impacts on AN PWTIT.
13. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
14. Act as a senior official within the AN Ministry of PWTIT in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
15. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
16. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
17. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.

18. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
19. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.
20. Make solicited recommendations to the JWC Exercise Control team.
21. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
22. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

8.3 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
Applying for: A: Western European Speciality <input type="checkbox"/> B: Northern and Central Africa <input type="checkbox"/>	Please check A, B or both to clarify which regional speciality the applicant is applying for	
1. A University/Bachelor's Degree		
2. Demonstrate 3 years' experience in the last 10 in the field of Infrastructure and Transport at Executive level of a Ministry of Public Works (or equivalent) in the Region represented.		
3. Demonstrate 3 years' experience in the last 10 in briefing senior		

leaders/decision makers at the governance level in a National or Multinational environment.		
4. Demonstrate 3 years' experience in the last 10 in influencing policy making on Infrastructure, Transport and/or Logistics at ministerial level (or equivalent International Organization level) in the region represented in the scenario.		
5. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
6. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

8.4 Government – Permanent Secretary to Minister of Public Order

Tasking:

1. Provide subject matter expertise to realistically represent a Senior Official within the Affected Nation's (AN; country with NATO Forces deploying/deployed) Ministry of Public Order (PO) to the training audience in accordance with the exercise scenario.
2. To provide strategic advice and guidance on matters concerning the AN's Ministry of PO, internal security and counter terrorism posture to the TA.
3. Ascertain that the TA is exposed to a realistic and coherent response by the AN Ministry of PO and the GYC in general.
4. Act as the focal point for the training audience for all AN PO matters during exercise preparation and execution.

5. Coordinate operational PO matters within the AN and EXCON team.
6. Quickly read, digest, analyse and understand the PO situation as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement of AN's PO concerns within the scenario.
8. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
9. Develop a basic Concept of Operations for the AN Ministry of PO in the conflict and if required, develop and present plans.
10. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
11. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation to incorporate AN Internal Security and PO.
12. Understand and analyse developing training audience plans and documentation and their impacts on AN PO.
13. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
14. Act as a senior official within the AN Ministry of PO in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
15. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
16. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
17. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
18. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
19. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.

- 20. Make solicited recommendations to the JWC Exercise Control team.
- 21. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
- 22. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

8.4 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
Applying for: A: Western European Speciality <input type="checkbox"/> B: Northern and Central Africa <input type="checkbox"/>	Please check A, B or both to clarify which regional speciality the applicant is applying for	
1. A University/Bachelor's Degree		
2. Demonstrate 3 years' experience in the last 10 in the field of counter terrorism covering response at a National level.		
3. Demonstrate 3 years' experience in the last 10 in briefing senior leaders/decision makers at the governance level in a National or Multinational environment.		
4. Demonstrate 3 years' experience in the last 10 in		

influencing national policy on internal security.		
5. Demonstrate 3 years' experience in the last 10 in public order and policing governance at a national level.		
6. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
7. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

8.5 Government – Legal Advisor to the Government of the Affected Nation

1. Provide subject matter expertise in strategic legal issues to realistically represent the Affected Nation's (country with NATO Forces deploying/deployed) legal policy to the training audience in accordance with the exercise scenario.
2. Ascertain that the TA is exposed to a realistic and coherent national legal framework.
3. Act as the focal point for the training audience for all strategic legal matters pertaining to the affected nation during exercise preparation and execution.
4. Coordinate affected nation legal matters with other affected nation political and military representatives and JWC Exercise Control team.
5. Quickly read, digest, analyse and understand the legal situation as it applies to the affected nation as it has been depicted in the scenario documentation provided by JWC.
6. Understand and provide recommendations for improvement of the representation of national legal issues within the scenario.
7. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
8. Develop a basic Concept of Operations for the legal framework of the AN in the conflict. If required, develop and present plans.

9. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
10. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation with regards to affected nation legal issues.
11. Understand and analyse developing training audience plans and documentation and their impacts on national legal issues.
12. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
13. Act as the affected nation’s legal advisor in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
14. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
15. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
16. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
17. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
18. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.
19. Make solicited recommendations to the JWC Exercise Control team.
20. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
21. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

8.5 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements

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<p>Applying for:</p> <p>A: Western European Speciality <input type="checkbox"/></p> <p>B: Northern and Central Africa <input type="checkbox"/></p>	<p>Please check A, B or both to clarify which regional speciality the applicant is applying for</p>	
<p>1. A Master's Degree in International Law</p>		
<p>2. Demonstrate 3 years' experience in the last 10 in influencing national policy making at strategic level in the field of International Law in the region represented in the scenario.</p>		
<p>3. Demonstrate 3 years' experience in the last 10 in briefing senior leaders/decision makers at the governance level in a National or Multinational environment.</p>		
<p>4. Demonstrate 3 years' experience in the last 10 in support of Exercise Planning and Execution on NATO Operational level (or at equivalent level in other organizations)</p>		
<p>5. Current NATO Secret Security Clearance or National equivalent.</p>		<p>(Attach National Clearance)</p>
<p>6. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or</p>		

equivalent.		
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8.6 Government – STRATCOM Advisor to the Government of the Affected Nation

Tasking:

1. Provide subject matter expertise in Strategic Communications to realistically represent the Affected Nation's (country with NATO Forces deploying/deployed) STRATCOM policy to the training audience in accordance with the exercise scenario.
2. Ascertain that the TA is exposed to a realistic and coherent STRATCOM campaign by the AN in particular and the GYC in general.
3. Act as the focal point for the training audience for STRATCOM matters during exercise preparation and execution.
4. Coordinate STRATCOM operational matters within the AN and JWC Exercise Control team.
5. Quickly read, digest, analyse and understand the STRATCOM situation as depicted in the scenario documentation provided by JWC.
6. Understand and provide recommendations for improvement of STRATCOM within the scenario.
7. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
8. Develop a basic Concept of Operations for the use of STRATCOM by the AN in the conflict, If required, develop and present plans.
9. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
10. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation to incorporate STRATCOM .
11. Understand and analyse developing training audience plans and documentation and their impacts on STRATCOM.
12. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
13. Act as the AN STRATCOM advisor in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.

14. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
15. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
16. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
17. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
18. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.
19. Make solicited recommendations to the JWC Exercise Control team.
20. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
21. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

8.6 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
Applying for: A: Western European Speciality <input type="checkbox"/> B: Northern and Central Africa <input type="checkbox"/>	Please check A, B or both to clarify which regional speciality the applicant is applying for	
1. A University/Bachelor's Degree in Communications or 8 years equivalent working experience		
2. Demonstrate 3 years' experience in the last 10 in		

communications and public relations on ministerial department level (or equivalent international level)		
3. Demonstrate 3 years' experience in the last 10 in briefing senior leaders/decision makers at the governance level in a National or Multinational environment.		
4. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
5. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

8.7 Government –Police Commissioner of the Affected Nation

Tasking:

1. Provide subject matter expertise to realistically represent the Affected Nation's (AN; country with NATO Forces deploying/deployed) National Policing strategy to the training audience in accordance with the exercise scenario.
2. To provide strategic advice and guidance on matters concerning AN policing and counter terrorism approach.
3. Ascertain that the TA is exposed to a realistic and coherent national police campaign by the AN in particular and the GYC in general.
4. Act as the focal point for the training audience for Policing matters during exercise preparation and execution.
5. Coordinate operational policing matters within the AN and EXCON team.

6. Quickly read, digest, analyse and understand the policing situation as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement of policing concerns within the scenario.
8. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
9. Develop a basic Concept of Operations for the use of AN Police Service in the conflict, if required, develop and present plans.
10. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
11. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation to incorporate AN policing.
12. Understand and analyse developing training audience plans and documentation and their impacts on AN policing.
13. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
14. Act as the AN Police Commissioner in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
15. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
16. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
17. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
18. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
19. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.
20. Make solicited recommendations to the JWC Exercise Control team.

21. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.

22. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

8.7 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
Applying for: A: Western European Speciality <input type="checkbox"/> B: Northern and Central Africa <input type="checkbox"/>	Please check A, B or both to clarify which regional speciality the applicant is applying for	
1. A University/Bachelor's Degree, police academy or Staff College		
2. Demonstrate 5 years of operational experience in the last 15 years of current police and internal security matters at the national and international level.		
3. Demonstrate 3 years' experience in the last 10 in briefing senior leaders/decision makers at the governance level in a National or Multinational environment.		
4. Demonstrate participation in NATO and/or international strategic planning exercises		

and operations in the last 10 years.		
5. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
6. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

8.8 Government –Director of Intelligence and Security Service of the Affected Nation

Tasking:

1. Provide subject matter expertise to realistically represent the Affected Nation's (AN; country with NATO Forces deploying/deployed) National Intelligence and Security Service strategy to the training audience in accordance with the exercise scenario.
2. To provide strategic advice and guidance on matters concerning the AN's intelligence, internal security and counter terrorism approach.
3. Ascertain that the TA is exposed to a realistic and coherent national intelligence and security policy by the AN in particular and the GYC in general.
4. Act as the focal point for the training audience for Intelligence and Security Service matters during exercise preparation and execution.
5. Coordinate operational Intelligence and Security matters within the AN and EXCON team.
6. Quickly read, digest, analyse and understand the Intelligence and Security situation as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement of Intelligence and Security Service concerns within the scenario.
8. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience’s achievement of those objectives.

9. Develop a basic Concept of Operations for the AN Intelligence and Security Service in the conflict, if required, develop and present plans.
10. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
11. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation to incorporate AN Intelligence and Security Services.
12. Understand and analyse developing training audience plans and documentation and their impacts on AN Internal Security.
13. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
14. Act as the AN Intelligence and Security Service representative in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
15. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
16. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
17. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
18. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
19. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.
20. Make solicited recommendations to the JWC Exercise Control team.
21. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
22. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

8.8 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
Applying for: A: Western European Speciality <input type="checkbox"/> B: Northern and Central Africa <input type="checkbox"/>	Please check A, B or both to clarify which regional speciality the applicant is applying for	
1. A University/Bachelor's Degree		
2. Demonstrate 5 years of operational intelligence experience in the last 10 years of police and internal security matters at the national and international level.		
3. Demonstrate 3 years' experience in the last 10 in briefing senior leaders/decision makers at the governance level in a National or Multinational environment.		
4. Demonstrate participation in NATO and/or international strategic planning exercises and operations as intelligence SME in the last 10 years.		

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5. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
6. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

Support Area 9- Military

9.1 Director of Affected Nation's Military Intelligence Service

9.2 Chief of Defence Staff to the Affected Nation

9.3 Chief of Plans in Affected Nation's Navy (J5)

9.4 Chief of Plans in Affected Nation's Land (J5)

9.5 Chief of Plans in Affected Nation's Air (J5)

9.6 Subject Matter Expert Military Logistics to the Affected Nation (J4)

9.7 Liaison Officer of Affected Nation's Ministry of Defence to Training Audience HQ or JLSG HQ

9.1 MILITARY – Director of Affected Nation’s Military Intelligence Service

Tasking:

1. Provide subject matter expertise in the area of military intelligence to realistically represent the exercise scenario to the training audience in interaction with the Affected Nation (i.e. the Nation to which NATO troops have deployed) (AN).
2. Act as the focal point for the training audience for interaction with the AN military intelligence service during exercise preparation and execution.
3. Coordinate military intelligence operational matters within team of representatives for the AN ministry of defence and with other AN intelligence representatives.
4. Quickly read, digest, analyse and understand the military intelligence situation as depicted in the scenario documentation provided by JWC.
5. Understand and provide recommendations for improvement in the representation of military intelligence to refine or improve the scenario.
6. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience’s achievement of those objectives.
7. Develop a basic Concept of Operations for the representation of military intelligence in the conflict, co-ordinating with other intelligence and security representatives, and providing draft tasking for other military intelligence representatives. If required, develop and present plans.
8. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
9. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation of military intelligence liaison with an AN.
10. Understand and analyse developing training audience plans and documentation and their impacts on military intelligence liaison with the AN.
11. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
12. Act as the AN Director of Military Intelligence in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.

13. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
14. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
15. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
16. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
17. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise
18. Make solicited recommendations to the JWC Exercise Control team.
19. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
20. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

9.1 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
1. A University/Bachelor's Degree		
2. Demonstrate 3 years' experience in the last 10 in briefing senior leaders/decision makers at the governance level in a National or Multinational intelligence environment.		
3. Demonstrate 3 years in the last 10 working at senior level within or alongside the military intelligence community.		
4. Demonstrate 3 years' experience in the last 10 with working in a National Military or		

NATO Strategic or Operational Command.		
5. Demonstrate 3 years' experience operational knowledge of military and national intelligence services, within the last 10 years either as a military officer or as a civilian.		
6. Achieved OF-4 Rank in relevant military intelligence role.		
7. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
8. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

9.2 MILITARY – Chief of Defence Staff to the Affected Nation

Tasking:

1. Provide subject matter expertise in all Defence matters to realistically represent the Affected Nation's military position policy to the training audience in accordance with the exercise scenario.
2. To provide expert advice and guidance on matters concerning the operational and strategic use of the Affected Nation (AN; country with NATO Forces deploying/deployed) military.
3. Ascertain that the TA is exposed to a realistic, coherent AN joint military posture that is in line with all AN messaging.
4. Act as the focal point for the training audience for AN Defence matters during exercise preparation and execution.
5. Coordinate military operational matters within the AN and EXCON team.
6. Quickly read, digest, analyse and understand the AN military situation as depicted in the scenario documentation provided by JWC.

7. Understand and provide recommendations for improvement of AN Defence considerations within the scenario.
8. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
9. Develop a basic Concept of Operations for the use of the AN's military assets in the conflict, if required, develop and present plans.
10. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
11. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation to incorporate the AN Military position.
12. Understand and analyse developing training audience plans and documentation and their impacts across AN Defence.
13. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
14. Act as the AN CHOD in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
15. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
16. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
17. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
18. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
19. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.
20. Make solicited recommendations to the JWC Exercise Control team.

21. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
22. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

9.2 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
1. A University/Bachelor's Degree or Staff College with evidence of continuing professional education throughout career.		
2. Demonstrate 3 years' experience in the last 10 operating at senior staff level in a strategic or operational national, international or NATO headquarters.		
3. Demonstrate 3 years in the last 10 experience in briefing senior leaders/decision makers at the governance level in a National or Multinational environment.		
4. Execution of Command at the higher level military formations for at least 2 years during military career.		
5. Attained Rank of OF-6 during military career.		
6. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
7. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or		

equivalent.		
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9.3 MILITARY – Chief of Plans in Affected Nation’s Navy (J5)

Tasking:

1. Provide subject matter expertise to realistically represent the Affected Nation's naval strategy to the training audience in accordance with the exercise scenario.
2. To provide expert advice and guidance on matters concerning the operational and strategic use of the Naval assets of the Affected Nation (AN; country with NATO Forces deploying/deployed).
3. Ascertain that the TA is exposed to a realistic AN Naval posture that is coherent across the AN joint campaign and in line with all AN messaging.
4. Act as the focal point for the training audience for AN Naval matters during exercise preparation and execution.
5. Coordinate Naval operational matters within the AN and EXCON team.
6. Quickly read, digest, analyse and understand the AN Naval situation as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement of naval considerations within the scenario.
8. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience’s achievement of those objectives.
9. Develop a basic Concept of Operations for the use of the AN's Naval assets in the conflict, if required, develop and present plans.
10. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
11. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation to incorporate AN Naval Component.
12. Understand and analyse developing training audience plans and documentation and their impacts on the AN Naval component.

13. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
14. Act as the AN Naval Component advisor in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
15. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
16. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
17. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
18. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
19. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.
20. Make solicited recommendations to the JWC Exercise Control team.
21. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
22. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

9.3 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
1. A University/Bachelor's Degree or Staff College		
2. Demonstrate 3 years' experience in the last 10 performing at the rank of OF5 or higher within a national navy.		

3. Demonstrate 3 years' experience in the last 10 of briefing senior leaders/decision makers within a national/international maritime environment.		
4. Demonstrate 3 years' employment in the last 10 as a Senior Officer in an operational or strategic national or international maritime headquarters.		
5. Demonstrate experience of leading operational planning activities in a maritime operational headquarters.		
6. Demonstrate sound operational knowledge of military and commercial maritime interaction within the past 5 years either as a Military Officer or as a civilian.		
6. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
7. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

9.4 MILITARY – Chief of Plans in Affected Nation’s Land (J5)

1. Provide subject matter expertise to realistically represent the Affected Nation (i.e. the nation to which NATO forces have/will deploy) Land strategy to the training audience in accordance with the exercise scenario.
2. To provide expert advice and guidance on matters concerning the operational and strategic use of Land Assets of the Affected Nation.
3. Ascertain that the TA is exposed to a realistic AN Land Power posture that is coherent across the AN joint campaign and in line with all AN messaging.
4. Act as the focal point for the training audience for AN Land and Army matters during exercise preparation and execution.
5. Coordinate Military Land operational matters within the AN and EXCON team.

6. Quickly read, digest, analyse and understand the AN Land situation as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement of (military and civil) land/army considerations within the scenario.
8. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
9. Develop a basic Concept of Operations for the use of the AN's Military Land assets in the conflict, if required, develop and present plans.
10. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
11. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation to incorporate AN Land Component.
12. Understand and analyse developing training audience plans and documentation and their impacts on the AN Land component.
13. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
14. Act as the AN Land Component advisor in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
15. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
16. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
17. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
18. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
19. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.
20. Make solicited recommendations to the JWC Exercise Control team.

21. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
22. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

9.4 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
1 A University/Bachelor's Degree or Staff College.		
2. Demonstrate 3 years' experience in the last 10 performing at the rank of OF5 or higher within a national Army or Marines force.		
3. Demonstrate 3 years' experience in the last 10 of briefing senior leaders/decision makers within a national/international land/army environment.		
4. Demonstrate 3 years' employment in the last 10 as a Senior Officer in an operational or strategic national or international Army/Land headquarters.		
5. Demonstrate experience of leading operational planning activities in an operational Land/Army headquarters.		
6. Demonstrate sound operational knowledge of military civil land forces interaction within the past 5 years either as a Military Officer or as a civilian.		
7. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
8. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized		

Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		
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9.5 MILITARY – Chief of Plans in Affected Nation’s Air (J5)

1. Provide subject matter expertise to realistically represent the Affected Nation (i.e. the nation to which NATO forces have/will deploy) Air strategy to the training audience in accordance with the exercise scenario.
2. To provide expert advice and guidance on matters concerning the operational and strategic use of Air Assets of the Affected Nation.
3. Ascertain that the TA is exposed to a realistic AN Air Power posture that is coherent across the AN joint campaign and in line with all AN messaging.
4. Act as the focal point for the training audience for AN Aeronautical matters (military and civil) during exercise preparation and execution.
5. Coordinate Military Air operational matters within the AN and EXCON team.
6. Quickly read, digest, analyse and understand the AN Air situation as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement of (military and civil) aeronautical considerations within the scenario.
8. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience’s achievement of those objectives.
9. Develop a basic Concept of Operations for the use of the AN's Military Air assets in the conflict, if required, develop and present plans.
10. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
11. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation to incorporate AN Air Component.
12. Understand and analyse developing training audience plans and documentation and their impacts on the AN Air component.
13. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.

14. Act as the AN Air Component advisor in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
15. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
16. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
17. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
18. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
19. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.
20. Make solicited recommendations to the JWC Exercise Control team.
21. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
22. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

9.5 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
1. A University/Bachelor's Degree or Staff College		
2. Demonstrate 3 years' experience in the last 10 performing at the rank of OF5 or higher within a national Air Force or Naval Aviation.		
3. Demonstrate 3 years' experience in the last 10 of briefing senior leaders/decision makers		

within a national/international aeronautical environment.		
4. Demonstrate 3 years' employment in the last 10 as a Senior Officer in an operational or strategic national or international Air force headquarters.		
5. Demonstrate experience of leading operational planning activities in an Air Operations headquarters.		
6. Demonstrate sound operational knowledge of military civil aeronautical interaction within the past 5 years either as a Military Officer or as a civilian.		
7. Current NATO Secret Security Clearance or National equivalent.		(Attach National Clearance)
8. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

9.6 MILITARY – Subject Matter Expert Military Logistics to the Affected Nation (J4)

Tasking:

1. Provide subject matter expertise to realistically represent the Affected Nation's Logistics Infrastructure, services, regulations and arrangements to the training audience in accordance with the exercise scenario.
2. To provide expert advice and guidance on matters concerning the logistical peculiarities of the Affected Nation (AN; country with NATO Forces deploying/deployed).
3. Ascertain that the TA is exposed to a realistic AN logistic posture that is coherent across the AN joint campaign and in line with all AN messaging.
4. Act as the focal point for the training audience for AN Logistical matters (military and civil) during exercise preparation and execution.
5. Coordinate Military logistical matters within the AN and EXCON team.

6. Quickly read, digest, analyse and understand the AN logistical situation as depicted in the scenario documentation provided by JWC.
7. Understand and provide recommendations for improvement of (military and civil) logistical considerations within the scenario.
8. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience's achievement of those objectives.
9. Develop a basic Concept of Logistic Operations for the use of the AN's Military logistics services in the conflict, if required, develop and present plans.
10. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
11. Assist training audiences with initial logistical planning stages by providing subject matter expertise and scenario representation to incorporate AN JLSG Component.
12. Understand and analyse developing training audience plans and documentation and their impacts on the AN JLSG component.
13. In accordance with JWC guidance and management, and with all necessary co-ordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
14. Act as the AN JLSG advisor in meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
15. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
16. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
17. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
18. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
19. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.
20. Make solicited recommendations to the JWC Exercise Control team.

- 21. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
- 22. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

9.6 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
1. A University/Bachelor's Degree or Staff College		
2. Demonstrate 3 years' experience in the last 10 performing at the rank of OF4 or higher within a national or international Military Logistics branch.		
3. Demonstrate 3 years' experience in the last 10 of briefing senior leaders/decision makers within a national/international logistical environment.		
4. Demonstrate 3 years' employment in the last 10 as a Senior Logistics officer in an operational or strategic national or international headquarters.		
5. Demonstrate experience of leading logistics planning activities in a national or international headquarters.		
6. Demonstrate sound operational knowledge of military and civil logistical interaction within the past 5 years either as a Military Officer or as a civilian.		
7. Current NATO Secret Security Clearance or		(Attach National Clearance)

National equivalent.		
8. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.		

9.7 MILITARY – Liaison Officer of Affected Nation’s Ministry of Defence to Training Audience HQ

1. Whilst embedded in Training Audience HQ, provide subject matter expertise in military liaison, and scenario specific understanding, to realistically represent the exercise scenario to the training audience as liaison officer between TA and AN military.
2. Act as the focal point for the training audience HQ for interaction with the AN military for all relevant matters during exercise preparation and execution.
3. Coordinate responses to TA requests and queries with the rest of the AN military and political representatives to ensure coherent representation of the AN military to the TA HQ.
4. Quickly read, digest, analyse and understand the AN military aspects of the situation as depicted in the scenario documentation provided by JWC.
5. Understand and provide recommendations for improvement in the representation of AN military matters to refine or improve the scenario.
6. Understand exercise and training objectives and ensure their representation of the scenario supports the training audience’s achievement of those objectives.
7. Alongside other AN military and political representatives, develop a basic Concept of Operations for the AN military in the conflict. If required, develop and present plans.
8. Be prepared to assist JWC in the development of strategic and operational level scenario documents tailored to the training audience and exercise.
9. Conduct TA HQ J5 planning tasks alongside the HQ. Assist training audiences with initial planning stages by providing subject matter expertise and scenario representation of all areas of AN military.
10. Understand and analyse developing training audience plans and documentation and their impacts on interaction with the AN military.

11. In accordance with JWC guidance and management, and with all necessary coordination, generate appropriate exercise material to provide a challenging and realistic problem set to the training audience.
12. Embed with the training audience during exercise execution to act as AN military liaison officer to the TA HQ. Be prepared to undertake meetings with the training audience during the exercise, whether face to face, by VTC, phone, email or letter.
13. Produce agendas, written speaking notes and minutes of meetings in support of scenario building, communication/coordination and knowledge management.
14. Be prepared to update and amend exercise and scenario documentation during the course of the exercise in order to ensure training objectives continue to be met.
15. Monitor training audience activity and output so as to provide timely feedback to JWC Exercise Control staff to amend and adapt the exercise as required.
16. Attend daily coordination meetings as dictated by the EXCON battle rhythm and Chief Grey Cell, providing SME advice as required.
17. Undertake any other duties as directed by the Grey Cell JWC permanent staff as reasonably expected within the exercise.
18. Make solicited recommendations to the JWC Exercise Control team.
19. Under JWC guidance and management, be prepared to supply updates to JWC documentation to ensure representation of latest doctrine/TTPs in area of subject matter expertise.
20. Provide feedback to JWC permanent staff on request for the improvement of NATO exercise processes.

9.7 Technical Requirements and Evaluation Matrix:

Technical Requirement	Meets: Y or N	For each line, please explain how the candidate meets the respective Technical Requirements
1. Evidence of training in military planning throughout military career.		

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<p>2. Demonstrate 3 years' experience in the last 10 experience in briefing senior leaders/decision makers in a National or Multinational military environment.</p>		
<p>3. Demonstrate 3 years' experience in the last 10 of conducting military planning tasks within a nation or international operational level military HQ.</p>		
<p>4. Demonstrate 3 years' experience in the last 10 with working in a National or NATO Strategic or Operational Command.</p>		
<p>5. Must have attained the rank of OF-4 in a national military.</p>		
<p>6a. 10 years of experience within an operational military branch or 6b. 5 years of experience within a logistical military branch</p>		
<p>7. Current NATO Secret Security Clearance or National equivalent.</p>		<p>(Attach National Clearance)</p>
<p>8. Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) 3333 – Listening, Speaking, Reading, and Writing) or equivalent.</p>		

Support Area 10- Emerging Requirements

10.1 – New Positions will be competed on an as needed basis amongst all the contractors selected for award.