

STATO MAGGIORE DELLA DIFESA

I Reparto Personale

Allegati: 2 (due).
Annessi: 2 (due).

00187 Roma,
PdC: Ten.Col. COSTA, 2.2773
e-mail primo.impiego2s@smd.difesa.it

OGGETTO: Ricerca di personale per due posizioni “Non Quota” (NQ) presso il NATO *International Military Staff* in BRUXELLES (BEL).

A ELENCO INDIRIZZI IN ALLEGATO “A”

^^^ ^^^ ^^^

Rif. msg. email in data 3 agosto 2026, ore 10:35, di ITALSTAFF (non a tutti).
Seg. Direttiva SMD-P-104, Ed. 2024.

^^^ ^^^ ^^^

1. Il NATO *International Military Staff* (IMS) ha avviato la ricerca di personale¹ per il ripianamento di due posizioni a connotazione “Non Quota” (NQ)² inserite nella *Operations & Planning Division* del citato Organismo internazionale, giudicate di elevatissimo interesse per la Difesa, riepilogate nel prospetto in **Allegato “B”**.
2. A tal riguardo, si rappresenta che:
 - agli Ufficiali eventualmente selezionati sarà accordato un mandato triennale, a decorrere presumibilmente dall'estate 2027, con inquadramento giuridico-amministrativo previsto dall'art. 1808 del decreto legislativo n. 66/2010;
 - le candidature dovranno pervenire allo Stato Maggiore della Difesa, per il tramite esclusivo degli Organi d'Impiego di Forza Armata, improrogabilmente entro il 21 agosto 2026, corredate della scheda biografica in lingua italiana e del *Curriculum Vitae* (formato IMS) in lingua inglese (in PDF e con firma autografa), in ragione dei successivi adempimenti per la loro formalizzazione;
 - a mente delle vigenti disposizioni previste dalla Direttiva posta a seguito, sarà avanzata alle Autorità dell'IMS una sola candidatura nazionale per ciascuna delle posizioni in esame.
3. Nell'inviare le *job description* delle posizioni in argomento, si raccomanda il rispetto delle procedure e della scadenza stabilita e si resta a disposizione per eventuali approfondimenti.

d'ordine

p. IL CAPO REPARTO
Gen.D. Mario CIORRA *a.p.s.*
IL VICE CAPO REPARTO
CA Pasquale ESPOSITO

¹ Reperibile sul sito web della Difesa: <https://www.difesa.it/smd/staff/reparti/i-reparto/impiego-del-personale/impiego-in-ambito-internazionale/ricerche-di-personale-per-posizioni-non-quota-e-status-internazionale/35926.html>.

² Codici posto n. IMS OCX 0010 e IMS OPX 0010.

ELENCO INDIRIZZI

A	DIPARTIMENTO IMPIEGO DEL PERSONALE DELL’ESERCITO	<u>SEDE</u>
	DIREZIONE PER L’IMPIEGO DEL PERSONALE MILITARE DELLA MARINA	<u>ROMA</u>
	DIREZIONE PER L’IMPIEGO DEL PERSONALE MILITARE DELL’AERONAUTICA	<u>ROMA</u>
e, per conoscenza,		
	MINISTERO DELLA DIFESA Gabinetto del Ministro	<u>ROMA</u>
	RAPPRESENTANZA MILITARE ITALIANA presso i Comitati Militari della NATO e dell’UE	<u>BRUXELLES (BEL)</u>

e, per diramazione interna

III Reparto – Direzione Strategica e Cooperazione Militare

Ricerca di personale per 2 posizioni a connotazione "Non Quota" presso l'International Military Staff (IMS)

N.	CONNOTAZIONE (inquadramento giuridico-amministrativo)	GRADO	INCARICO	F.A. PREVISTA	DIRETTORATO/UNITA' DI IMPIEGO	INTERESSE	NOTE	DATA DI INIZIO MANDATO INDICATIVA	TERMINE PER LA PRESENTAZIONE DELLE CANDIDATURE ALL'IMS	TERMINE PER LA PRESENTAZIONE DELLE CANDIDATURE A SMD
1	Non Quota (art. 1808 del D.Lgvo n. 66/2010)	OF-5 (Col./C.V.)	Branch Head, Current Operations Branch	EMA	Operations & Planning Division	ELEVATO	Posizione di rilievo all'interno della Divisione; la branca operazioni correnti rappresenta il focal point all'interno dell'IMS per tutte le questioni correlate agli aspetti operativi (Joint e single service) riguardanti le operazioni / attività militari della NATO in atto. Il candidato deve avere padronanza della lingua inglese, poiché interessato alla produzione di briefings e updates scritti/orali sulle materie di pertinenza al MC.	01-ago-27	27-ago-26	21-ago-26
2		OF-5 (Col./C.V.)	Branch Head, Operations Planning Branch	EMA		ELEVATO	Posizione di rilievo all'interno della Divisione; la branca si occupa di tutto quanto attiene la pianificazione Operativa. Al capo Sezione, oltre ad una conoscenza approfondita nel settore, è richiesta una elevata capacità di gestione del personale (di differenti Nazioni) e padronanza della lingua inglese scritta e orale.	01-ago-27	27-ago-26	21-ago-26



International Military Staff
Etat-Major Militaire International

Brussels - Belgium



NOMINATION PROCEDURE
EXPIRES AT 1200 HRS,
THU 13 AUG 26

6 Jul 2026

IMSWM-0266-2026

ALL MILITARY REPRESENTATIVES

NEXT BRANCH HEAD, CURRENT OPERATIONS BRANCH, OPERATIONS & PLANNING DIVISION, IMS (IMS OCX 0010)

1. Colonel Klaus NEBE (DEU A) is due to complete his tour of duty as Branch Head, Current Operations Branch, Operations and Planning Division, IMS (IMS OCX 0010) in Jul 27. Noting this, you are invited to forward nominations for this post, together with a Curriculum Vitae in the format specified in IMSSOP-4 (8th Edition). The Job Description for this post is at the Enclosure. In line with UNSCR 1325, full consideration should be given to qualified women for this senior position.^[1]

2. Nations are requested to submit their nominations to the Action Officer, via MCIS by 1200hrs, Thu 13 Aug 26.

termini prorogati al 27 agosto 2026



BGen Szucs, EXCO IMS
6 July 2026 at 09:07
For

Remigijus Baltrenas
Lieutenant General, LTU Army
Director General
International Military Staff

Enclosure:

1. Job Description – IMS OCX 0010, 3 Jul 26.

^[1] In accordance with the NATO Action Plan to mainstream UNSCR 1325 (IMSM-0039-2011), all MC documents shall include a reference to the Resolution when appropriate. All revised job descriptions for Quota posts and all calls for bids for Non-quota posts will make reference to the Resolution for all senior level post vacancies (OF-5 and above).



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Copy to: IMS SDL CG; IMS-O&P; IMS-HRO.

Originating Office: HR - EXCO-HR-MIL

Action Officers: MSgt D. Kurthen, EXCO-MIL-HR, (5330)

Tasker Number: IMS/1277/2026

Taxonomy: Organisation and Management Support (ORG) - ORG - Human Resources

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NATO MILITARY COMMITTEE
INTERNATIONAL MILITARY STAFF (IMS) JOB DESCRIPTION
FOR PERSONNEL ASSIGNED FOR DUTY WITH IMS

<u>Post Title</u>	Branch Head	<u>PEA</u>	DG IMS
<u>Abbreviated Post Title</u>	BH COB	<u>NATO Body / Post Location</u>	IMS / Brussels, Belgium
<u>Post Number</u>	IMS OCX 0010	<u>Directorate</u>	IMS
<u>Post Category</u>	NQ	<u>Division</u>	Operations and Planning Division
<u>Rank or Rank Band (Nation)</u>	OF-5	<u>Branch</u>	Current Operations
<u>Security Clearance Level for Post</u>	CTS / Atomal	<u>Section</u>	
<u>Service</u>	I	<u>NOCs</u>	

1. **Post Context.** Responsible for the day-to-day management and staffing of military advice on any aspects of ongoing NATO military operations/missions/activities, Force Generation, Operational Partnership as well as the staffing of all current operations products to obtain MC endorsement / approval and, when required, Council approval. In particular Current Operations Branch serves as the focal point within the IMS for military issues related to the operational aspects of joint and single service matters related to current NATO/NATO-led operations/missions and activities.

2. **Reporting Lines.** Director, Operations & Planning Division.

3. **Principal Duties.**

a. Responsible for the running of the Current Operations Branch including providing direction and guidance to COB personnel concerning the various work strands assigned to the Branch.

b. Support the Military Committee and provide military advice on all operational aspects of NATO/NATO-led current operations/missions/activities including Force Generation and Operational Partnership, to facilitate production of decision-making documents for the Military Committee and/or advice for the Council. Working alongside IS Ops, SHAPE and ACT.

c. Produce briefings and written/oral updates on operational aspects of multi domain matters related to current NATO / NATO-led

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operations/missions/activities for the MC and provide military advice to IS bodies working across all other IMS Divisions / Directorates to facilitate production of decision-making documents for the Council.

d. Provide military staff support and coordination on matters concerning Deployable Forces (i.e. Standing Naval Forces, the ARF) and Reserve Forces.

e. Serve as the Chairman of the Military Committee Working Group (OPS) on matters concerning current operations.

f. Participate in meetings of the political as well as military committees dealing with relevant issues in which his/her presence is essential.

g. Act as the principal advisor within IMS Operations & Planning Division on NATO led Operations/missions/activities.

4. **Special Requirements and Additional Duties.**

a. The incumbent may be required to undertake TDY assignments both within and outside Territory of NATO Allies and Partners.

b. The incumbent may be required to perform other related duties.

c. The incumbent serves as cell leader of the Current Operations cell in the IMS Crisis Management Organization (CMO).

5. **Essential Qualifications.**

a. Professional / Experience.

- Must have good service writing skills. Must possess good personal qualities including leadership and have good managerial and organisational skills.
- Experience in joint operations.
- Staff experience at national MODs, higher national military staffs or in NATO/International appointments
- Standard Automated Data Processing (ADP) Knowledge. Use of MS-Office applications are crucial to the effective and successful execution of daily duties. Advanced working user experience with MS Word MS, Power Point and E-mail/Outlook. Basic working user experience with MS Excel and programs.

b. Education / Training.

- Graduate of national War College/Command and General Staff College.
- NATO HQ Committee Chairman's course within first year of duty.

c. Language. ENGLISH (SLP 4444)

6. Desirable Qualifications.

- a. Professional/Experience.
 - Experience in NATO-led operations.
- b. Education/Training.
 - S5-45: Strategic Operations Planning Course.
 - NATO Defence College Senior Course.
- c. Language. FRENCH (SLP 2222).

7. Remarks.

- a. Hand-over Period. A handover of two weeks is considered necessary for familiarization with the peculiarities of NATO international and multinational civilian/military organization and committee structure, familiarization with NATO work procedures and ongoing work stands assigned to the Branch.
- b. Deconfliction. The rotation of this post should be deconflicted with the rotation of the other team members.
- c. Security Clearance. Cosmic Top Secret (CTS).

DATE: 3 July 26.

SIGNED:



Mark Pullan CBE
Major General, GBR A
Director, Operations & Planning Division
International Military Staff



International Military Staff
Etat-Major Militaire International

Brussels - Belgium



NOMINATION PROCEDURE
EXPIRES AT 1200 HRS,
THU 13 AUG 26

6 July 2026

IMSWM-0267-2026

ALL MILITARY REPRESENTATIVES

NEXT BRANCH HEAD, OPERATIONS PLANNING BRANCH, OPERATIONS & PLANNING DIVISION, IMS (IMS OPX 0010)

1. Colonel William GIBBONS (USA MC) is due to complete his tour of duty as Branch Head, Operations Planning Branch, Operations and Planning Division, IMS (IMS OPX 0010) in Jul 27. Noting this, you are invited to forward nominations for this post, together with a Curriculum Vitae in the format specified in IMSSOP-4 (8th Edition). The Job Description for this post is at the Enclosure. In line with UNSCR 1325, full consideration should be given to qualified women for this senior position.^[1]

2. Nations are requested to submit their nominations to the Action Officer, via MCIS by 1200hrs, Thu 13 Aug 26.

termini prorogati al 27 agosto 2026

BGen Szucs, EXCO IMS
6 July 2026 at 09:08
For

Remigijus Baltrenas
Lieutenant General, LTU Army
Director General
International Military Staff

Enclosure:

1. Job Description – IMS OPX 0010, 3 Jul 26.

^[1] In accordance with the NATO Action Plan to mainstream UNSCR 1325 (IMSM-0039-2011), all MC documents shall include a reference to the Resolution when appropriate. All revised job descriptions for Quota posts and all calls for bids for Non-quota posts will make reference to the Resolution for all senior level post vacancies (OF-5 and above).



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Originating Office: HR - EXCO-HR-MIL

Action Officers: MSgt D. Kurthen, EXCO-MIL-HR, (5330)

Tasker Number: IMS/1278/2026

Taxonomy: Organisation and Management Support (ORG) - ORG - Human Resources

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NATO MILITARY COMMITTEE
INTERNATIONAL MILITARY STAFF (IMS) JOB DESCRIPTION
FOR PERSONNEL ASSIGNED FOR DUTY WITH IMS

Post Title	Branch Head	PEA	DG IMS
Abbreviated Post Title	BH OPB	NATO Body / Post Location	IMS / Brussels, Belgium
Post Number	IMS OPX 0010	Directorate	IMS
Post Category	NQ	Division	Operations and Planning Division
Rank or Rank Band (Nation)	OF-5	Branch	Operations Planning
Security Clearance Level for Post	CTS/ Atomal	Section	
Service	I	NOCs	

1. **Post Context.** A Branch Chief post in the Operations and Planning Division. Responsible for the management of the Joint Plans Section, Maritime Plans Section and Operational Support Section. This Branch is responsible for all operations planning matters to include operations planning policy. The branch ensures the staffing of all operation plans including through MC endorsement/approval and, when required, Council approval.
2. **Reporting Lines.** Director, Operations and Planning Division.
3. **Principal Duties.** A management post in the Operations Planning Branch with a team of 4 x OF5, 10 x OF4 and 1 Civilian Administrative Assistant. The Branch Chief is responsible for the output of the Branch (providing strategic military advice, writing and conducting briefs, developing background and speaking notes, writing Military Committee papers, etc.) on all operations matters, related to the Branch. In times of crisis, the Branch Chief is appointed to assume responsibilities of Operations Plans Cell as Chief in the IMS Crisis Management Organisation (IMS CMO), when activated, or assume the role of the Chief of Staff of the IMS CMO. Additionally:
 - a. The provision of military advice to and for the Military Committee pertaining to the international situation, in accordance with the Operational Planning Process, i.e. the staffing of Military Assessments, Military Response Options, Concepts of Operations (CONOPS), Operation Plans (OPLAN), Standing Defence Plans (SDPs), Deterrence and Defence Strategic Plans (DDSP)

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including the Deterrence and Defence of the Euro-Atlantic Area Family of Plans and Contingency Operations Plans (COP).

- b. Oversee policy for Rules of Engagement (ROE), Joint Targeting, Standing Naval Forces (SNF), Joint Personnel Recovery, Special Operations and others as required.
- c. Lead responsibility in coordinating contributions to the IMS CMO in close coordination with other involved Branches/Divisions. Lead custodian of the Crisis Management Organization (CMO) and Standard Operating Procedures for Crisis Management (IMSSOP-3) and lead responsibility, in coordination with CMO chief of staff, to review and update this CMO and CM procedures.
- d. Provide advice on issues related to NATO support to other organizations (EU/UN/OSCE/AU) operational planning.
- e. Develop and implement all military aspects concerning Civil-Military co-operation. Convey military advice to IS bodies to facilitate production of related decision-making documents for the CEPC and DPPC.
- f. Coordinate policy and provide support to the Military Committee for functional areas such as, but not limited to:
 - 1) NATO Response System and Response Measures
 - 2) Operations Planning (multi domain)
 - 3) Rules of Engagement
 - 4) Counter Terrorism and Fight Against Terrorism
 - 5) Maritime Domain, including Standing Naval Forces and Critical Undersea Infrastructure
 - 6) METOC
 - 7) Hybrid Threats, Civil Preparedness and Resilience
 - 8) The Military Alert System
- g. Serve as Chairman Military Committee Working Group (OPS) on all issues relevant to the Branch. This includes the conduct of leading negotiations between Allies and coordination with subject matter experts and the International Staff.
- h. Participate in meetings of various political committees such as the Operations Policy Committee, task forces, syndicates and councils as well as adjacent military committee working-groups when the Branch Chief presence is essential.

4. Special Requirements and Additional Duties.

- a. The incumbent may be required to undertake TDY assignments both within and outside NATO's boundaries and work irregular hours whenever necessary.

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- b. The incumbent may be required to perform other related duties such as providing instruction or briefings, supporting the Military Committee on travel and supporting Military Strategic Commands' events.
- c. The incumbent performs duties in the IMS CMO.

5. **Essential Qualifications.**

a. Professional Experience.

- Must have good writing skills. Must possess qualities of sound leadership, strong managerial skills and good organizational skills.
- Staff experience at national MODs, higher national military staffs or in international appointments. Experience and interest in political-military and military strategic matters.
- Must be capable of performing the duties of a leader and staff officer in an international appointment where working contacts will be career diplomats, senior NATO civilian staff, and senior officers of the NATO nations.
- Standard Automated Data Processing (ADP) Knowledge. Use of MS-Office applications is crucial to the effective and successful execution of daily duties. Advanced working user experience with MS Word MS, Power Point and E-mail/Outlook. Basic working user experience with MS Excel and programs.

b. Education / Training.

- Graduate of National War College/Command and General Staff College.
- NATO HQ Committee Chairman's Course within the first year of duty.

c. Language.

- ENGLISH (SLP 4444)

6. **Desirable Qualifications.**

a. Professional/Experience.

- Experience in an international environment
- Experience in joint operations

b. Education/Training.

- NATO Defence College Senior Course

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c. Language.

- FRENCH (SLP 2222)

7. Remarks.

Hand-over Period

A handover period of two weeks is considered necessary for familiarization with the NATO multinational civilian/military organization and committee structure, and familiarization with NATO HQ working procedures.



3/7/24.

Mark Pullan CBE
Major General, GBR A
Director, Operations & Planning Division
International Military Staff