**Czech funded internship posts at Defence Investment Division**

The **Defence Investment Division** facilitates and coordinates the development and adoption of cutting-edge, innovative and interoperable capabilities, critical to ensuring the Alliance’s ability to undertake the full spectrum of missions and operations.

**Key lines of effort include**:

* leading the development of major complex capability programmes in the land, maritime, air and space domains - including on Air and Missile Defence, Alliance Future Surveillance and Control capability (follow on to AWACS), Air Command and Control (Air C2), Joint Intelligence Surveillance and Reconnaissance (JISR) assets, space capabilities and other critical Consultation, Command & Control (C3) networks – and in doing so addressing all policy, political-military, technical and practical aspects;
* driving NATO’s defence industrial production and supply chain security work;
* accelerating NATO’s space evolution by transforming Alliance’s engagement with the commercial space sector and exploring cooperation and investment opportunities for novel space capabilities;
* leading NATO’s policy in the aviation domain; in particular, through the engagement with international aviation organizations and institutions at both policy and technical levels, to foster civil-military coordination in support of NATO air missions conducted by manned and unmanned aircraft;
* pursuing interoperability through prioritised standardisation efforts, developing with Allies new approaches to operational challenges, supported by a commitment to operational experimentation and innovation;
* maintaining the Alliance’s technological edge through exploring and driving adoption of emerging and disruptive technologies, with a particular focus on autonomous systems;
* facilitating multinational cooperation in capability development through a series of specific initiatives tackling critical capability requirements;
* understanding, adapting to, and pro-actively addressing climate change;
* informing and responding to the Alliance’s evolving capability needs through the NATO Defence Planning;
* providing oversight to NATO Agencies involved in capability development and delivery (in particular NATO Communication and Information Agency and NATO Support and Procurement Agency);
* ensuring coherence of efforts through coordination with a range of key stakeholders within NATO including the Strategic Commands and externally with NATO Partners and relevant international and regional organisations including the EU, as well as with industry and academia.

The Division is comprised of three Directorates and a Liaison Office:

* The **Strategy Directorate** is responsible for ensuring the overall coherence of the capability deliverables through policies, plans and links with external stakeholders. It consists of two sections and a Unit: the *Policy, Plans & Partnerships Section*, the *Capability Delivery Section* and the *Multinational Capability Cooperation Unit*.
* The **Armament and Aerospace Capabilities Directorate** (A&A Cap) supports consensus decision making at NATO Headquarters on a wide range of joint, land, air & space, and maritime capabilities required for the full range of the Alliance’s missions. To that end, it provides relevant advice to NATO Committees and the Organization’s senior management. It comprises three sections and a unit: the *Aerospace Capabilities Section*, the *Integrated Air and Missile Defence Section* and the *Intelligence Surveillance and Reconnaissance (ISR), Land and Maritime Section, and the Space Unit*
* The **NATO Digital Staff** (NDS) is an integrated staff composed of members of the International Military Staff (IMS) and International Staff (IS) reporting to and advising the North Atlantic Council on all C3 and Digital Transformation matters such as implementation of Digital transformation, data management and related emerging and disruptive technologies. It functionally operates under the coordinated executive management authority of the Director General of the IMS and the Assistant Secretary General for Defence Investment.
* The **Secretary General’s Liaison Office** (SGLO) to NATO Agencies works closely with all NATO Agencies, International Staff, International Military Staff and Strategic Commands in support of the division’s overall mission. SGLO advice spans capability-related, political, legal and resource topics.

**How the daily work will look like?**

The interns support the Division through conceptual and administrative work related to its areas of expertise, including the organisation of meetings and workshops, drafting papers and attending senior policy committee meetings on a broad range of political and defence related issues and providing written summaries, thereby ensuring visibility and coherence of work going forward. The selected intern will have the opportunity to develop their stakeholder management and project management skills, together with gaining a solid network in the organization.

Learning elements during the internship:

* Understand NATO Organisational Structure, core tasks and processes
* Build expertise in defence, security and policy aspects related to the Division’s work
* Gain experience working in a multinational environment through interaction with NATO staff and delegations from both Allied and Partner Nations;
* Learn to work in a proactive environment and engage with a range of stakeholders to deliver politically focused work, sometimes under tight deadlines.
* Gain insight into negotiation processes and development of consensus.

**Selection Criteria**

Essential:

The candidate must:

1. be a national of a NATO member state,
2. be at least 21 years old,
3. have at least two years of university level studies OR equivalent education OR be currently a student OR a recent graduate (degree obtained no longer than 12 months ago),
4. have proficiency in one of the two official NATO languages (English/French).

Desirable:

The following criteria will be considered an advantage:

1. have a Bachelor's degree or in the final stage of a Master’s degree relevant to the requested area of expertise,
2. elementary knowledge of the second official NATO language (English/French),
3. be an advance user of IT tools including Microsoft Office, SharePoint;
4. previous experience with other international organizations, national administration, research or industry.

**Competencies required:**

The candidate must demonstrate the following competencies:

* **Achievement**: Works to meet standards.
* **Analytical thinking**: Breaks down problems and see basic relationships.
* **Clarity and accuracy**: Shows general concern for order and clarity, and checks own work.
* **Customer service orientation**: Responds appropriately, maintains clear communication.
* **Empathy**: Listens actively.
* **Flexibility**: Acts with flexibility.
* **Initiative**: Reacts to short-term opportunities or problems.
* **Organizational awareness**: Understands the Organization’s structure.
* **Teamwork**: Cooperates, shares information and knowledge freely, offering support and cooperation.

**Our Values:**

NATO is committed to diversity and inclusion, and strives to provide equal access to employment, advancement and retention, independent of gender, age, nationality, ethnic origin, religion or belief, cultural background, sexual orientation, and disability (please click [here](https://www.nato.int/cps/en/natohq/topics_64099.htm) for more information).

Building Integrity is a key element of NATO’s core tasks. As an employer, NATO values commitment to the principles of integrity, transparency and accountability in accordance with international norms and practices established for the defence and related security sector. Selected candidates are expected to be role models of integrity, and to promote good governance through ongoing efforts in their work.