

CALL FOR CIVIL EXPERT NOMINATIONS

Note by the Head, Resilience Section

1. Upon several Nations' request, the application deadline for the Call for Civil Expert Nominations has been extended until 31 March 2025. This revision also incorporates the Transport Groups' revised listing of Civil Experts and vacant slots.

2. Nations are invited to nominate candidates for the vacant Civil Expert positions within the following Planning Groups (PG):

- AC/23 - Civil Protection Group (CPG)
- AC/25 - Food and Agriculture Planning Group (FAPG)
- AC/121 - Civil Communications Planning Group (CCPG)
- AC/143 - Energy Planning Group (EPG)
- AC/320 - Joint Health Group (JHG)
- AC/329 - Transport Group (TG): Civil Aviation (TG CA); Ocean Shipping (TG OS); Inland Surface Transport (TG IST).

3. The roles and responsibilities of the Civil Experts are detailed in the Annex 6 of the Civil Emergency Planning Crisis Management Arrangements (CEP CMAs)¹. Consistent with the CEP CMAs, the following apply to the selection/nomination of Civil Experts by nations:

3.1. Civil Experts are nationals of Allied or Partner countries made available to NATO for a limited period (3-years) to provide advice and assistance on the use of civil resources; including on other technical matters falling within the areas of expertise of the PG. 3.2. Civil Experts can be representatives of government, administration, industry, business, and academia. Once an Expert's occupational activities cease, nations should inform the International Staff immediately in order for the Civil Experts to be removed from the RC pool of Civil Experts.

3.3. Civil Experts' advice would typically consist of oral or written assessments and recommendations, from or outside their normal place of work. They must be willing and able to respond on short notice during a crisis and/or when their advice is needed.

3.4. Any use of Civil Experts is ultimately contingent upon the availability of the Civil Expert and the decision of the sponsoring nation.

3.5. Experts should attend **at least one training activity** during their 3-year assignment.

3.6. Sponsoring nations are required to provide a **NS** security clearance within six months of their Civil Expert's selection.

4. The nomination process follows the steps outlined below:

4.1. **Nomination:** Nations to nominate qualified candidates by providing the NATO International Staff, electronically **and/or** in hard copy, the following documents:

4.1.1. a cover letter from their national authorities;

4.1.2. **a signed and stamped** Civil Expert nomination form at Annex 9;

4.1.3. an up-to-date curriculum vitae (CV).

4.2. **Selection:** the relevant PG's Expert Selection Teams will examine all received nominations and recommend the best-qualified candidate for each post.

4.3. **Approval:** the International Staff will issue a notice with the PG's Expert Selection Teams recommendations for approval under silence by each relevant PG.²

4.4. Thereafter, the nominating authorities will receive a **letter of confirmation** from the NATO International Staff. This letter will be copied to the selected Experts.

5. Interested nations should send their nominations by **31 March 2025** to Mr Tony Visockis at visockis.tony@hq.nato.int (UNCLASSIFIED).

6. Allies are particularly encouraged to contribute Experts for remaining vacancies to improve the geographic diversity of the RC Civil Experts' pool. In support of NATO's implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security and related resolutions; and in line with the NATO/EAPC Action Plan in this regard (EAPC(C)D(2014)0019), women are strongly encouraged to apply.

7. Additionally, nations are invited to review the list of their current Civil Experts and, if necessary, submit updates to the NATO International Staff, **ensuring that the validity of their experts' security clearance has not expired. Personnel security clearances expire five years from the date of the last investigative action, and must be re-validated prior to their expiry.**

LIST OF CIVIL PROTECTION GROUP EXPERTS

No. of Civil Expert slots: 85

No. of vacancies: 6

AREAS OF EXPERTISE		Area of Responsibility	Slot #	Expert
1. WMD (CBRN) CONSEQUENCE MANAGEMENT - CHEMICAL EXPERTISE	Required: knowledge of detection, identification, monitoring, reporting & warning equipment, procedures and protocols for chemical threats, agents & materials.	Technical expertise – detection, identification, monitoring, warning and reporting	1	VACANT (1 θέση)
5. INFORMATION TO THE PUBLIC	Required: knowledge and experience of preparation and delivery of messages targeting the public, in view of adoption of appropriate behavioral practices and supporting the capacity of the public to cope with the consequences of the crises.	Risk communication	50	VACANT
7. BALLISTIC MISSILE DEFENCE CONSEQUENCE MANAGEMENT	Required: knowledge and experience of: <ul style="list-style-type: none"> • Real and near-real time automated civil-military data transfer; • Transfer of information between classified military and unclassified civil networks/systems; • Civilian and military data links to and between NATO and capitals would be considered an advantage. 	Command and Control for Civil-Military interfaces.	64	VACANT
10. CONTINUITY OF GOVERNMENT	<ul style="list-style-type: none"> • Knowledge of and experience with issues related to Continuity of Government. • Knowledge of and experience with national continuity planning, to include development and implementation of a National Continuity policy, strategy and plan. • Knowledge of and experience in identifying or supporting identification of essential functions and developing business processes analysis. • Knowledge and experience in developing procedures and arrangements on business continuity and continuity of government. • Experience in engaging a diverse set of stakeholders, including private, governmental and non-governmental organizations, and where necessary the public, in goalsetting, planning, and measuring progress regarding Continuity of Government. 		74	VACANT
			75	VACANT

	Knowledge of and experience in testing, training and exercising capabilities necessary to improve Continuity of Government.		
11. POPULATION MOVEMENTS	<ul style="list-style-type: none"> • Knowledge and experience on issues related to largescale Population Movements. • Knowledge of and experience with emergency planning for Population Movements, to include identifying threats and risks, information and communication, transportation, logistics and humanitarian needs. • Experience in engaging a diverse set of stakeholders, including private, governmental and non-governmental organizations, and where necessary the public, in goalsetting, planning, and measuring progress regarding Population Movements. • Knowledge of and experience in civil-military planning related to Population Movements. • Knowledge and experience on training and exercising in the field of Population Movements. 	77	VACANT

LIST OF CIVIL COMMUNICATIONS PLANNING GROUP EXPERTS

No. of Civil Expert slots: 59

No. of vacancies: 6

AREAS OF EXPERTISE		Area of Responsibility	Slot #	Expert
3. NEW AND EMERGING TECHNOLOGIES – 5G	Required: extensive knowledge and technical experience in global supply chains for devices, components and raw materials and with substantive managerial competence and acquisition expertise to plan, execute and control supply chain programs.	Supply chain	32	VACANT (1 θέση)
			33	VACANT (1 θέση)
4. CRITICAL INFRASTRUCTURE PROTECTION (CIP)	Required: broad knowledge of issues concerning to promote cable protection measures at sea and on land, and enhance security measures at and on land and enhance security measures at cable landing stations and network operation and data centres.	Undersea cables	42	VACANT

5. PLANNING AND RESPONSE	Required: extensive experience in planning and responding to Chemical, Biological, Radiological, Nuclear and Explosive (CBRNE) incidents that could affect civil communications services.	Continuity management arrangements	43	VACANT (1 θέση)
	Required: public, private, and/or industry sector experience in newer public safety security and emergency communications technology. This expertise can be used to support missions requiring priority communications via congested and degraded commercial networks to ensure data can be passed for NATO collaboration and interoperation.	Emergency communications	47	VACANT (1 θέση)
6. REGIONAL EXPERTISE	Proven experience of issues related to national and regional communications resilience. The candidate should have specific and detailed understanding of Communications resilience in one of the following four regions: <ul style="list-style-type: none"> • <i>Baltic Sea Region</i> (Denmark; Germany; Poland; Lithuania; Latvia; Estonia; Norway; Finland and Sweden); • <i>North Atlantic Sea Region</i>: (Canada; Iceland; Norway; United Kingdom and United States); • <i>Black Sea Region</i> (Bulgaria; Romania and Türkiye); • <i>Mediterranean Sea Region</i> (Albania; Croatia; France; Greece; Italy; Slovenia and Türkiye) 	Mediterranean Sea Region	54	VACANT (1 θέση)

LIST OF ENERGY PLANNING GROUP EXPERTS

No. of Civil Expert slots: 53

No. of vacancies: 6

AREAS OF EXPERTISE		Area of Responsibility	Slot #	Expert
1. CIVIL-MILITARY COOPERATION	Senior Industrial Advisor	NATO/EAPC-wide	3	VACANT (1)
2. ENERGY CRITICAL INFRASTRUCTURE PROTECTION	Undersea Energy Infrastructure	Undersea cables	24	VACANT
3. REGIONAL EXPERTISE ON ENERGY CIP	The expert should have substantial knowledge of critical infrastructure, systems and services in one of the Baltic Sea, Black Sea, Mediterranean Sea and North Atlantic Sea regions; be able to provide advice on building and improving business continuity capabilities necessary to prevent, protect, mitigate, respond to and recover from threats to critical infrastructure and energy infrastructure, systems and services; understand the impact of climate change on the energy sector in the region; engage with critical infrastructure stakeholders, including private, governmental and non-governmental organizations, in developing sectoral resilience measures in relation to identified risks and vulnerabilities.	Baltic Sea Region: Denmark; Germany; Poland; Lithuania; Latvia; Estonia; Norway; Finland and Sweden	26	VACANT (1)
		Mediterranean Sea Region: Albania; Croatia; France; Greece; Italy; Slovenia and Türkiye	29	VACANT (1)
4. INDUSTRIAL SECURITY	Cyber Security – Energy Sector	NATO/EAPC-wide	38	VACANT (1 θέση)
		NATO/EAPC-wide	39	VACANT (1 θέση)

LIST OF TRANSPORT GROUP CIVIL AVIATION EXPERTS

No. of Civil Expert slots: 55

No. of vacancies: 16

AREAS OF EXPERTISE		Area of Responsibility	Slot #	Expert
1. SENIOR TRANSPORT ADVISORS/GENERAL AIR TRANSPORT MANAGEMENT	Expert knowledge of air transport management. The candidates would have specific seniority and skills in the aviation industry, or current or past government roles (CAAs) or academic roles or experience advising government/ international bodies on air transport.	Expert	1	VACANT (1)
2. FLIGHT OPERATIONS SUPPORT/ HELICOPTER OPERATIONS	Expert knowledge of flight operations support/ helicopter operations. The candidates would have specific seniority and skills in the aviation industry, or current or past government roles (CAAs) or academic roles or experience advising government/ international bodies on flight operations support/ helicopter operations.	Expert	10	VACANT
3. AIRPORT OPERATIONS/ PASSENGER MOVEMENT/ CARGO MOVEMENT	Expert knowledge of airport operations/ passenger movement/ cargo movement in aviation. The candidates would have specific seniority and skills in the aviation industry, or current or past government roles (CAAs) or academic roles or experience advising government/ international bodies on airport operations/ passenger movement/ cargo movement in aviation.	Expert	19	VACANT (1)
4. AIRCRAFT/HELICOPTER BROKER	Expert knowledge of all cargo operations/ passenger cargo operations/ helicopter operations. The candidates	Expert/all cargo operations	31	VACANT (1)
		Expert/all cargo operations	32	VACANT (1)

	would have brokerage experience in the above sectors and experience advising government/ international bodies on aircraft brokerage.	Expert/all cargo operations	33	VACANT (1)
		Expert/all cargo operations	34	VACANT (1)
		Expert/all cargo operations	35	VACANT (1)
7. RESILIENCE	Expert knowledge of resilience within the aviation context relating to Civil Aviation, airspace and aviation infrastructure. The candidates would have academic background in aviation resilience and/ or a senior member of a government ministry advising on crisis management, resilience or civil planning for aviation.	Expert	41	VACANT (1)
		Expert	42	VACANT (1)
		Expert	43	VACANT (1)
8. AVIATION LEGAL	Expert knowledge of aviation law. The candidates would have legal academic background in aviation law and/ or senior member of a government ministry advising on aviation law.	Expert	45	VACANT (1)
9. AVIATION CYBER SECURITY	Expert knowledge of the risk cyber security on Civil Aviation, airspace and aviation infrastructure. The candidates would have academic experience and skills in managing global risk and solving cyber and national security threats or senior member of a government ministry overseeing the cyber security in the Aviation sector.	Expert	46	VACANT (1)
		Expert	48	VACANT (1)
10. AVIATION OPERATIONS - REGIONAL EXPERTISE	Expert knowledge of the Chinese initiatives on Civil Aviation, and direct and indirect investments on the Western aviation industry. The candidate would have academic experience with a specific vertical on Chinese operations on aviation; or a	Expert - Northeast Asia region	50	VACANT (1)

	senior member of a government ministry overseeing the Aviation sector and Foreign Direct Investments.			
12. SPACE, GLOBAL NAVIGATION SATELLITE SYSTEM (GNSS) AND SPECTRUM	Expert knowledge of cyber threats to Global Navigation Satellite Systems (GNSS); avionics navigational equipment including Satellite ADS-B; Aeronautical Communication systems (including CPDLC); Sub-orbital navigation and spaceports; The candidates would have specific seniority and skills in the subject matters in the aviation industry, or current or past government roles (CAAs) or academic roles.	Expert	55	VACANT (1)

LIST OF TRANSPORT GROUP INLAND SURFACE TRANSPORT EXPERTS

LIST OF TRANSPORT GROUP INLAND SURFACE TRANSPORT EXPERTS

No. of Civil Expert slots: 61

No. of vacancies: 9

AREAS OF EXPERTISE		Area of Responsibility	Slot #	Expert
3. RESILIENCE, SECURITY, CYBER	Expert knowledge of cyber threats to mainly software systems that support transport operations of the commercial transport industry, as would have been obtained as a senior security executive at a major software company; a senior security adviser at a major transport company; or a senior member of a government ministry overseeing inland surface transport affairs. Expertise required in facing interconnected cross-cutting	Resilience	16	VACANT (1)

	security issues in the Inland Surface Transport sector; among others, the impacts from terrorism, fragile institutions, health emergencies, and the coercive interference by strategic competitors.			
6. RAIL	Expert knowledge of strategic infrastructure/corridors, technical and military mobility requirements. Practical experience of railway and logistics operations including cross border operations is added values. Knowledge of regional infrastructure and transport capabilities (depends on the region the expert is coming from) is required. (<i>experts should meet criteria for geographical balance</i>).	Expert	25	VACANT
		Expert	26	VACANT
7. ROAD	Expert knowledge in the areas of international road transport, freight forwarding/logistics and/or road infrastructure. In-depth expert knowledge either in at least one market segment such as heavy goods and oversized transport, combined freight transport, international freight transport with countries outside the EU/EEA or in the law of international road transport in areas such as market access law, road traffic law, licensing law, dangerous goods law. The expert knowledge should be based on professional experience in road haulage and forwarding companies, in the national/multilateral transport administration or in associations. (<i>experts should meet criteria for geographical balance</i>).	Expert	36	VACANT (1)
		Expert	37	VACANT (1)

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