

26562 - APSS ISR Collection Tool Developer Support

Location: Offsite.

Period: Delivery driven (start on 01 Jan. 2027)

Deadline: 14 Sep. 2026

Duties/Roles:

- Develop a storyboard, script and instructional design plan for each functional area;
- Produce interactive micro lessons (3–7 minutes each) that include multimedia, voiceover, and assessment;
- Ensure all training content adheres to classification, security, and accessibility standards;
- Deliver in close cooperation with the graphic designer, SCORM-compliant training modules suitable for use in a secure Learning Management System (LMS);
- Embed the micro lessons in WIKI pages that are online available in the NATO Software Factory (NSF) repository. If no WIKI page exists for the micro lesson, a new page must be created.

Skills, Knowledge, Experience Required:

Mandatory:

- The performance of these services requires a valid NATO SECRET security clearance prior to the start of the engagement;
- The candidate must have a minimum of 5 years of experience in military intelligence analysis within NATO or national positions, to include data collation and intelligence data management;
- The candidate must have a minimum of one year of experience operating NATO intelligence systems for the handling of Intelligence Information Entities;
- The candidate must have experience with Instructional System Development processes and must be able to create new courseware and modify existing courseware;
- The candidate must have a record of significant experience in course or curriculum design;
- The candidate must have a record of significant experience with the NATO Intelligence Service INTELFS;

- The candidate must have a record of significant experience with the delivery of Intelligence Systems related training packages;
- The candidate must have sound knowledge of MS Office products;
- The candidate must understand the ADDIE Model;
- The candidate must have a high level of understanding of the NATO Intelligence Organization;
- The candidate must have a high level of understanding of current NATO Operations;
- The candidate must have a proven ability to communicate effectively in English, both orally and in writing.

Desirable:

- Experience in the creation of Course Control Documents (CCDs), which are essential for standardizing the delivery of NATO-certified Intelligence Systems education and individual training solutions;
- Working knowledge of Adobe Captivate 10 or newer;
- Experience and knowledge of Learning Management Systems;
- Experience and knowledge in generating and manipulating graphic images, animations, sound, text and video into consolidated and seamless multimedia programs;
- The list of activities may expand as urgent operational requests emerge and the qualification of the candidate allows. Close coordination of all activities with the NCIA Project Manager (PM) as well as strict adherence to agreed timelines is mandatory.

Required Level of Security Clearance:

NATO SECRET.