

26584 - Principal Project Manager

Location: Brussels, Belgium.

Period: 278 (start on 28 Oct. 2026)

Deadline: 22 Sep. 2026

Duties/Roles:

- The planning, implementation and management of assigned projects in accordance with the appropriate NATO regulations and NCI Agency project management policies and procedures;
- Development of procurement strategies, benefit and risk analyses, and business cases to secure sponsor acceptance and funding;
- Execution of the necessary Quality Assurance functions essential to the successful delivery of capability and services;
- Taking responsibility for understanding client requirements, collecting data, delivering analysis and problem resolution.
- Delivering projects within defined Time, Cost and Quality tolerances;
- The identification, planning and allocation of resources to meet project milestones and/or initiating corrective actions when necessary;
- Supervising (directly or as part of a matrix environment) teams and individuals (project team members);
- Ensuring that realistic project plans are maintained and regular and accurate communications are provided to stakeholders;
- Participating in other project management related activities;
- Undertaking relevant technical support activities;
- Supporting other teams in PM-related activities, if required;
- Performing other duties as may be required.

Skills, Knowledge, Experience Required:

Mandatory:

- The candidate must have a currently active NATO SECRET security clearance;
- A minimum requirement of a Bachelor's degree at a nationally recognised/certified University in a related discipline and 6 years post-related experience;
- A recognised formal Project Management qualification, such as PRINCE 2 Practitioner / Project Management Professional (PMP). The lack of formal

qualifications can be compensated by the demonstration of expertise and experience in the domain;

- Recent extensive Project Management experience (at least three years) in a large scale IT organization involving high investments;
- Experience in large digital transformation initiatives within the public sector or international organizations;
- Knowledge and experience in modern approaches and technologies relevant to the work, e.g., Agile methodologies, change management, business process modelling, cloud computing, data science, cybersecurity, etc.;
- Proven ability to communicate effectively orally, using tact and diplomacy, and in writing with good briefing skills;
- Proven success as a project team manager/leader in NCIA or NATO;
- ITIL Foundation Level certification;
- Practical knowledge and experience in Project Management tooling and automation (e.g., Service Now, Enterprise Resource Planning and other collaboration tools);
- Practical knowledge and experience with Portfolio and Programme Management and associated best practices (e.g. MoP, MSP) would be beneficial;
- Knowledge of NATO or national governmental acquisition policy and procurement procedures;
- Prior experience of working in an international environment comprising both military and civilian elements;
- Knowledge of NATO responsibilities and organization, including ACO and ACT.

Specific Working Conditions:

Occasional WFH allowed if it is discussed beforehand. Quarterly (once in every quarter) travel to other location such as The Hague or other local location within Belgium is expected.

Required Level of Security Clearance:

NATO SECRET.