

1<sup>st</sup>/2023 SCM

Subject No 23



## INTEGRATED AIR & MISSILE DEFENCE

### CENTRE OF EXCELLENCE

Souda Air Base, 73100, Chania

<https://www.iamd-coe.org>



## 1<sup>st</sup>/2023 Steering Committee Meeting POINT PAPER

<b>Our Ref:</b>	NU. 586	<b>Tel.:</b>	+302821440741
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<b>Date:</b>	28 Jul 2023	<b>Email:</b>	<a href="mailto:info@iamd-coe.org">info@iamd-coe.org</a>

**TO:** See Distribution

**SUBJECT:** Job Descriptions Revision/Initial Establishment

**No:** 23

**PURPOSE:** To inform the SC about the update of six (6) Job Descriptions and the introduction of one (1) new Job Description and decide/approve accordingly.

**BACKGROUND:** Focus Areas of IAMD COE have been determined as:

- Offensive options in support of IAMD operations,
- Passive Air and Missile Defense,
- Surveillance,
- Technical and Procedural System Integration,
- Counter–Unmanned Aerial Systems (C-UAS),
- Counter–Rockets, Artillery & Mortars (C-RAM),
- IAMD's role in Anti-Access/Area Denial (A2/AD).

Six of the aforementioned focus areas are dedicated to specific positions/JDs of E&T Branch. Although it gives an impression of job sharing in the area of IAMD Focus Areas, it is difficult to practice such a specialization in existing establishment of the IAMD COE owing to the workforce and qualifications/backgrounds of the Subject Matter Experts (SME). IAMD COE has had to assign tasks to SMEs comprising more than one or different focus areas when participating in WGs, exercises, meetings, and conferences etc.

Additionally, IAMD COE has started to deliver the SBAMD CET-P Course whose function of OPR (IAMD-ETB03) is assigned by E&T BH. The OPR is responsible for coordination, preparations and organization of the Course. Such kinds of tasks are needed be specified in JDs.

According to NATO policy it is necessary to identify essential, desirable, and optional education (courses) in the Job Description of each NATO position. Essential and Desirable

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qualifications have been described in all JDs of E&T Branch, but they need to be updated according to the upcoming needs.

Additionally, one (1) **new** Job Description (JD IAMD-ETB07) will be added, regarding the establishment of a new cost share position (CZE IAMD-ETB07), tailored to the qualifications of an Non-Commissioned Officer (NCO) IAMD SME.

ANALYSIS &  
STATUS:

Based on the E&T branch experience, the following updates/changes to the JDs are proposed:

(IAMD-ETB02, IAMD-ETB03, IAMD-ETB04, IAMD-ETB05, IAMD-ETB06):

JD	Paragraph	Existing Phrase	Proposed Phrase
IAMD-ETB01 (TUR)	PART III-Qualifications <b>A.</b> Essential Qualifications. <b>2.</b> Education/Training: b.	-	<ul style="list-style-type: none"> <li>• N3-134 Introduction to NATO Surface Based Air Defence (during the tour of duty).</li> <li>• N3-20 NATO Missile Defence Course (during the tour of duty).</li> </ul>
IAMD-ETB02 (GRC)	PART III-Qualifications <b>A.</b> Essential Qualifications. <b>2.</b> Education/Training: c.		<ul style="list-style-type: none"> <li>• N3-134 Introduction to NATO Surface Based Air Defence (during the tour of duty).</li> <li>• N3-20 NATO Missile Defence Course (during the tour of duty).</li> </ul>
IAMD-ETB02 (GRC)	C.13 (Principal Duties)	Coordinates his efforts with the other IAMD COE Branches regarding <i>Offensive-Defensive Integration matters</i> and produces relevant outputs.	C.13 (Principal Duties)  Coordinates his efforts with the other Branches regarding the IAMD COE Focus Areas and gets prepared to assume the responsibility of overall coordination, preparations and organization of any courses (e.g. SBAMD CET-P) delivered by the Centre as the
IAMD-ETB03 (CZE)		Coordinates his efforts with the other IAMD COE Branches regarding <i>Anti Access / Area Denial matters</i> and produces relevant.	

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IAMD-ETB04 (Open)		Coordinates his efforts with the other IAMD COE Branches regarding <i>Counter Rocket – Artillery - Mortars matters</i> and produces relevant outputs.	Officer of Primary Responsibility (OPR).
IAMD-ETB05 (GRC)		Coordinates his efforts with the other IAMD COE Branches regarding <i>System Integration and Surveillance matters</i> and produces relevant outputs.	
IAMD-ETB06 (Open)		Coordinates his efforts with the other IAMD COE Branches regarding <i>Passive AMD matters</i> and produces relevant outputs.	
IAMD-ETB03 (CZE)	PART III-Qualifications <b>A.</b> Essential Qualifications. <b>2.</b> Education/Training: <b>b.</b> NATO School Oberammergau courses:	<ul style="list-style-type: none"> <li>• M7-137 NATO Quality Assurance Course</li> <li>• S7-135 NATO Global Programming Analyses Course</li> </ul>	<ul style="list-style-type: none"> <li>• N3-134 Introduction to NATO Surface Based Air Defence (during the tour of duty).</li> <li>• N3-20 NATO Missile Defence Course (during the tour of duty).</li> </ul>
	PART III-Qualifications <b>B.</b> Desirable Qualifications. <b>2.</b> Education/Training: NATO School Oberammergau courses:	<ul style="list-style-type: none"> <li>• M7-126 NATO eLearning Instructional Design Course</li> <li>• S7-136 NATO System Approach to Training</li> </ul>	<ul style="list-style-type: none"> <li>• M7-126 NATO eLearning Instructional Design Course,</li> <li>• S7-136 NATO System Approach to Training,</li> <li>• M7-137 NATO Quality Assurance Course,</li> <li>• S7-135 NATO Global Programming Analysis Course.</li> </ul>
IAMD-ETB04 (Open)	PART III-Qualifications <b>A.</b> Essential Qualifications.	-	<ul style="list-style-type: none"> <li>• N3-134 Introduction to NATO Surface Based Air Defence (during the tour of duty).</li> </ul>
IAMD-ETB05			

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<b>(GRC)</b>	<b>2. Education/Training:</b>		<ul style="list-style-type: none"><li>N3-20 NATO Missile Defence Course (during the tour of duty).</li></ul>
IAMD-ETB06	<b>C. -</b>		
(Open)			

**FINANCIAL  
CONSIDERATIONS  
& FUNDING:**

Any financial impacts of the aforementioned “desirable” courses/ training will be covered from the existing budget of the current year (and by transferring of appropriations within the authorization granted to the Director in accordance with Financial Administrative Procedures, if required) without the need for a supplementary budget.

Any financial obligations for the next years will be foreseen in the shared budget of the respective Fiscal Years.

All costs for any training defined as “essential” will not be covered by the IAMD COE Shared Budget and will be borne exclusively by the respective participating nation according to the provisions of the IAMD COE Operational MOU (Section 8, par. h) concerning the Participants’ responsibilities (covering the costs for education and training which are specified in the Job Descriptions as prerequisites).

**RECOMMENDATIONS  
& DECISION:**

SC members are requested to consider updated JDs as per Enclosures and approve them.

FOR THE IAMD COE:



B. Gen (OF-6) Nikolaos KOKKONIS GRC (AF)  
IAMD COE Director

**ENCLOSURES:**

1. JD IAMD COE-ETB01
2. JD IAMD COE-ETB02
3. JD IAMD COE-ETB03
4. JD IAMD COE-ETB04
5. JD IAMD COE-ETB05
6. JD IAMD COE-ETB06
7. JD IAMD COE-ETB07

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