



Job Description: Director of NATO Policy

[Global Shield](#) is an international non-profit advocacy organization devoted to reducing global catastrophic risk. Global Shield takes a holistic approach, seeking policies that address all forms of global catastrophic risk. Our approach is informed by high-quality policy research and development, along with experienced advocacy tailored to particular policymaking opportunities.

We are seeking a Director of NATO Policy to lead our organization's advocacy efforts related to NATO. In accordance with the 1.5% GDP [commitment](#) to spending on Article 3-related [resilience](#) initiatives, the Director of NATO Policy's goal will be to maximize the benefits of this commitment across NATO for the reduction of global catastrophic risk arising from all hazards.

- **Location:** European NATO Member State, with a strong preference for Brussels (NATO Headquarters), or a Scandinavian or Baltic country with existing policy commitments to "total defense" or similar concepts.
- **Reporting structure:** Reports to the Executive Director
- **Position Length:** Full-time, regular.
- **Work Authorization:** This position is not eligible for employment visa sponsorship or work authorization. Depending on the country of residence, you will likely be employed through an Employer of Record (EOR) provider.
- **Salary:** We offer a highly competitive salary commensurate with experience and responsibility. Our compensation framework is benchmarked against senior civil service pay bands in the country of residence, with this role positioned at the top tier or above. In practice, you can expect remuneration equivalent to that of the most senior public officials in your national context.
- **Application information:** Reach out to us for a confidential discussion about this opportunity by completing this [short form](#). The opportunity will remain open until filled.

What you'll be doing

Global Shield is seeking a senior leader to design and execute our advocacy strategy with NATO and NATO Member States. The role will focus on translating recent commitments to expand **Article 3 expenditures** into NATO-level and national policymaking that helps build resilience.

The successful candidate will spearhead efforts to ensure that these commitments strengthen collective resilience against **global catastrophic risk** arising from all hazards, including chemical, biological, and nuclear warfare, naturally occurring and engineered pandemics, climate change tipping points, and emerging risks from the misuse of artificial intelligence.

This position offers a unique opportunity to shape policy at the intersection of defence, security, and global risk reduction, ensuring that NATO's newest commitments are matched by practical, forward-looking action that enhance the preparedness of NATO and the wider world.



The ideal candidate will leverage deep knowledge of and experience with NATO policymaking, particularly around practical ways Article 3 manifests in real-world resilience, and will be passionate about reducing global catastrophic risk through NATO and NATO Member States.

Key Responsibilities

Strategic Advocacy Leadership

- Design and lead Global Shield's advocacy strategy with NATO and NATO Member States, ensuring alignment with organizational goals.
- Translate Article 3 expenditure commitments into actionable policy recommendations at both NATO and national levels.
- Position Global Shield as a trusted voice on Article 3 resilience and catastrophic risk reduction within NATO forums.

Stakeholder Engagement and Relationship Management

- Build and sustain high-level relationships with NATO officials, national policymakers, and allied institutions.
- Convene coalitions of governments, think tanks, and civil society to advance shared priorities on resilience and preparedness.
- Represent Global Shield at NATO summits, working groups, and bilateral meetings with senior decision-makers.

Policy Analysis and Communication

- Monitor and analyze NATO and Member State policy developments, particularly around Article 3, providing timely intelligence to Global Shield leadership.
- Develop high-impact policy briefs, reports, and talking points tailored to NATO and national audiences.
- Shape strategic communications to ensure Global Shield's messaging resonates with both technical experts and political leaders.

What we're looking for

We are looking for an individual who resonates with our organizational values and possesses the audacity to tackle global challenges. Global Shield expects its staff to align with our organizational values; we are influential, collaborative, creative, effective, and audacious. The candidate must demonstrate a range of important qualities:

Required Skills and Experience

- **15+ years of relevant experience, outlined below.**



- **Subject-matter expertise on and experience with NATO policymaking:** Practical understanding and experience with policymaking processes around Article 3 of NATO, such as historical precedents arising from the 2016 Warsaw Summit, and how the landscape of Article 3 policymaking may evolve with new spending commitments.
- **Policy network and institutions:** Deep familiarity and existing professional connections with other NATO experts and policymakers, both within your home country and other NATO Member States.
- **Advocacy skills:** Demonstrated ability to advance policy objectives in complex, multi-stakeholder environments; skilled in influencing senior policymakers to adopt shared positions of interest.
- **Communication skills:** Exceptional written and verbal communication skills. Confidence and skill in public speaking, with experience representing an organization at conferences or public forums.
- **Relationship building:** Strong networking abilities and experience fostering relationships with policymakers, government agencies, and advocacy organizations.
- **Analytical abilities:** Strong analytical and research skills, with experience in policy analysis, strategic planning, and evaluating political landscapes.
- **Education:** Bachelor's degree or equivalent. Relevant advanced degree strongly preferred (e.g., international relations, security studies, public policy) but not required.

Desired Skills and Experience

The desired candidate can also offer the following attributes:

- **Advocacy experience:** Extensive experience in non-profit or corporate advocacy or governmental relations.
- **Subject matter expertise in EU policymaking:** Due to the intertwined nature of policymaking for many European Member States of NATO with policymaking in the European Union, expertise and experience with EU policymaking, particularly around the EU preparedness strategy, is desirable.
- **Subject matter expertise in a catastrophic threat:** Professional or acquired knowledge of a global catastrophic threat, with knowledge of biological threats a plus.
- **Leadership:** Proven leadership experience with a track record of managing diverse teams and achieving strategic goals.
- **Media savvy:** Experience handling media engagements and conducting interviews.
- **Comfort with hybrid work:** Our team is global, and much of our day-to-day work is completed from home or other remote work locations. However, this role will necessitate considerable time spent in-person in Brussels (at NATO Headquarters) and potentially in other NATO Member State national capitals throughout Europe.
- **Additional language skills:** Proficiency in a second language other than English, especially in French (the other official language of NATO), is preferred.



How to express interest in the role

If you have relevant experience or expertise, complete [this form](#), and Global Shield will reach out regarding a confidential discussion about this opportunity. We will be discussing the role with potential candidates on a rolling basis until someone is offered the position.

Contact us

If you have any questions, please email NATO [a href="mailto:globalshieldpolicy.org"]globalshieldpolicy.org with the subject "Question: Director of NATO Policy application"

Global Shield is an Equal Opportunity Employer

We are committed to creating a diverse and inclusive environment and encourage applicants from all backgrounds to apply.