



**CCDCOE**

NATO Cooperative Cyber Defence  
Centre of Excellence Tallinn, Estonia

NATO Cooperative Cyber Defence Centre of Excellence (the Centre)  
is a NATO-accredited International Military Organisation dealing with education, consultation,  
lessons learned, research and development in the field of cyber security.

**Internship opportunity in education and training area from September to October 2015**

The Tallinn-based Centre is a NATO-accredited knowledge hub focused on interdisciplinary applied research and development as well as consultations, trainings and exercises in the field of cooperative cyber defence. The Centre's mission is to enhance capability, cooperation and information-sharing between NATO, Allies and partners in cyber defence. As an international and interdisciplinary think tank and training facility, the Centre of Excellence brings together the legal, policy, strategy and technical cyber defence expertise.

The Intern will participate in conducting the Centre's Training Needs Analysis (TNA) and supporting NATO Cyber Defence TNA process to build training solutions supporting the identified training requirements.

The applicant should meet the following qualifications:

- a national of a NATO member country. Exceptions to this criterion will be considered on a case-by-case basis by the Centre's Directorate;
- higher education or enrolled in a graduate school degree program (second university degree or higher);
- very good English language skills;
- high degree of responsibility;
- capable of team-work;
- ability to work independently.

Expectations from the Intern:

- knowledge of training needs analysis process;
- support of internal training needs analysis process (analysis, design, development, implementation, evaluation);
- support of NATO Training Needs Analysis process within Cyber Defence discipline;
- conduct in-depth analysis of performance objectives and derive Learning and enabling objectives;
- willingness to learn NATO's Global Programming and Systems Approach to Training;
- willingness to study academic papers, as well as following the latest trends and solutions for the topic;
- summarize the TNA procedure and present the product.

**Last day for applications: 21<sup>st</sup> of June 2015**