

ΕΝΩΣΗ ΑΠΟΣΤΡΑΤΩΝ
ΑΞ/ΚΩΝ ΑΕΡΟΠΟΡΙΑΣ

Αριθ. Πρωτ...136.....
24-2-22

ΠΡΟΣ: ΕΑΑΑ Αθήνα,..... ΓΕΝΙΚΟ ΕΠΙΤΕΛΕΙΟ ΑΕΡΟΠΟΡΙΑΣ
Β' ΚΛΑΔΟΣ (ΠΡΟΣΩΠΙΚΟΥ)
B1 (ΔΝΣΗ ΣΤΡΚΟΥ ΠΡΣΚΟΥ)
ΤΜΗΜΑ ΣΧΕΔ. ΜΟΝ. ΠΡΣΚΟΥ (1δ)
Τηλέφ. 2159-2117
Φ.009/ 2952
Σ. 519
Αθήνα, 23 Φεβ 22

ΘΕΜΑ: NATO Senior Mentor Programme (Προκήρυξη Θέσεων Senior Mentors)

ΣΧΕΤ : α. SH/COM/SAC/MC/20220203/1, Dated 14 Feb 22

β. ΕΠ Φ.009/32/352047/Σ.1598/17 Φεβ 2022/ΓΕΕΘΑ/Β3/2 (ΟΣΣ)

1. Σε συνέχεια (β) σχετικού, σας αποστέλλουμε συνημμένα το (α) όμοιο που αφορά σε επιστολή του SACEUR προς τους κ. ΑΓΕΕΘΑ των κ-μ του ΝΑΤΟ, για την υποβολή τυχόν υποψηφιοτήτων στελέχωσης τεσσάρων θέσεων Senior Mentors (Senior Mentor Strategic, Senior Mentor Joint, Senior Mentor Air, Senior Mentor Key Leader Training), στο πλαίσιο του προγράμματος θέματος.

2. Η χρονική διάρκεια των υπόψη θέσεων είναι στα τρία έτη, αναφέρεται σε ανώτατους Αξίους, βαθμού Υποπτεράρχου/Αντιπτεράρχου, οι οποίοι αποστρατεύτηκαν πρόσφατα (έως 3 έτη) και κατέχουν εμπειρία στρατηγικού και επιχειρησιακού επιπέδου αναφορικά με τη Δομή Δυνάμεως ή τη Δομή Δκσεως του ΝΑΤΟ. Επισημαίνεται ότι, οι ενδιαφερόμενοι σε περίπτωση επιλογής τους απαιτείται να αναλάβουν υπηρεσία στο SHAPE πριν το τέλος Μαΐου 2022.

3. Παρακαλούμε για την ενημέρωση των μελών σας και τυχόν επιθυμούντες που πληρούν τα προσόντα των προαναφερθέντων θέσεων, να αποστείλουν σχετικά λεπτομερή βιογραφικά σημειώματα (CVs) στο ΓΕΑ/Β1, μέσω ηλεκτρονικού ταχυδρομείου, στη δνση: b11m.hafgs@haf.gr έως την Παρασκευή 11 Μαρ 22.

4. Η τελική επιλογή των υποψηφιοτήτων που θα αποσταλούν για την περαιτέρω διεκδίκηση των υπόψη θέσεων, θα εγκριθεί από το ΓΕΕΘΑ.

5. Χειριστής θέματος: Ασμχος (Δ) Αντ. Κούρτης, Επιτελής Β1/1δ, τηλ. 2106592117-2159.



Υποπτεράρχος (Ι) Γεώργιος Κυριάκου
Διευθυντής Β' Κλάδου

NATO UNCLASSIFIED



SUPREME ALLIED COMMANDER EUROPE

COMMANDANT SUPRÊME DES FORCES ALLIÉES EN EUROPE

Mons - Belgium



SH/COM/SAC/MC/20220203/1

14 FEB 2022

TO: SEE DISTRIBUTION

SUBJECT: **NATO SENIOR MENTOR PROGRAMME: SENIOR MENTOR NOMINATIONS**

1. The NATO Senior Mentor Programme has been an integral part of the NATO Education, Training, Exercise and Evaluation Programme for many years, but over the last 12 months, we have sought to expand its utility. The Programme has been refocused on providing support to Commanders where they would most welcome it, using its collective experience and intellectual horsepower, whilst removing any previous constraints on its use. The Programme offers the Alliance's current and future senior leadership and their core staffs, an invaluable tool from which to draw on the experience of former strategic and operational level commanders not only as they train but also as they plan and prepare to face new challenges and dilemmas.

2. The Programme currently includes a cadre of qualified retired flag and general officers with invaluable experience in the following specialties at the strategic and operational level: Joint, Land, Air, Maritime, Logistics, Special Operations and Senior Leader Training. These are coordinated and managed under a Lead and Deputy Senior Mentor. The Senior Mentors each provide expert experience-based mentoring, teaching, training, advice and recommendations to senior military officers, staff, and students as they participate in war games, warfighting courses, operational planning, operational exercises, and decision-making exercises.

3. The rotational nature of the Programme ensures that a number of the Senior Mentor positions become vacant on an annual basis, giving us the opportunity to reach out to the Nations for assistance. This year, we require four Senior Mentors; one focusing on the Strategic level, one on the Joint Operational level, one on the Air domain and one on Senior Leader Training. Nominees should be recently retired 2-4 star officers, who must possess former NATO Command Structure experience. They should have appropriate operational and domain skills, the right character and temperament to help, mentor Commanders, their staff, and support initiatives, studies across ACO and ACT. The Senior Mentors, through DSACEUR and the Lead Senior Mentor, help us understand and appreciate the challenges the Alliance faces and in turn better focus our efforts to prepare our commanders, staffs and forces.

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4. Attached are the job descriptions for your consideration. We would welcome your endorsed nominations, but the key must be the right person at the right time, and we would encourage you to look at innovative solutions where appropriate to reach the optimum result. A detailed biography of any potential candidate you wish to nominate, reflecting relevant qualifications, should be provided to SHAPE by 31 March 2022. The selection process will be conducted in April with the aim to have a final decision and the newly selected Senior Mentors notified before the end of May.

5. Should you require further information please do not hesitate to contact us directly, or alternatively, your staffs may wish to contact the Senior Mentor Programme OPR: LTC Ian Clooney, GBR (A): IanGlenHenderson.Clooney@shape.nato.int or +32-6544-3971.

6. We highly appreciate your support for this important and mutually beneficial programme aimed at both our current and future leaders. As the Senior Mentor Programme continues to develop and evolve, the Senior Mentors should be viewed as part of the team and the 'silent strength' they offer be exploited.



Tod D. Wolters
General, U.S. Air Force

ENCLOSURES:

1. Senior Mentor Strategic Job Description
2. Senior Mentor Joint Job Description
3. Senior Mentor Air Job Description
4. Senior Mentor Key Leader Training Job Description

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**SUPREME HEADQUARTERS ALLIED POWERS
EUROPE**



JOB DESCRIPTION: SENIOR MENTOR STRATEGIC

Job Title:	Senior Mentor Strategic
Position Type:	Contractor (per event)
<p>Job Description: The NATO Senior Mentor Programme (SMP) consists of retired former Flag or General Officers (FOGO) contracted to act as Senior Mentors (SM) across Allied Command Operations (ACO) and Allied Command Transformation (ACT). They are used at the strategic and operational level, to support and assist Commanders (COM) and senior staff in the development and planning of operations and the training and exercising of the strategic, operational and component command levels and headquarters.</p> <p>SMs provide high level input, observations, coaching and advice to NATO COMs and staffs on the planning and conduct of operations, including leadership and staff functionality. They will focus on specific topics in line with direction and guidance from SACEUR and the supported COM, support the development and implementation of changes to NATO structures and policy, support the development and integration of experimentation and adaptation and the incorporation of both existing and developing NATO concepts and doctrine.</p> <p>SM support is provided through participation in selected planning sessions, education and training events, exercises, seminars and workshops and evaluations if required. The integration and management of SMs in these activities is coordinated by SHAPE, in concurrence with the supported HQ and COM, JWC, NSO and other HQs as applicable.</p>	
<p>Post Role: The Senior Mentor (SM) Joint provides advice and support to the strategic level at SHAPE to the Command Group (CG) and senior staff through participation and integration in planning sessions, exercises, training, conferences, workshops and other specific events as directed with a specific focus on the strategic level. The SM provides impartial observations and input / feedback direct to the supported commands and through the Lead Senior Mentor (LSM) to SHAPE.</p>	
<p>General Duties: The SM will be responsible for the following;</p> <ul style="list-style-type: none">▪ Facilitate CG level discussions and coaching while providing a Senior Officer level perspective on procedures.▪ Ensuring guidance on potential areas on which to focus during planning / training is incorporated.▪ Provide advice / guidance to senior Training Audience (TA) leadership.	

- Advise on exercise design, major movements during execution and provide feedback to CG and staff on performance and conduct of joint planning and operations.
- Assess the attainment of exercise and training objectives, including the understanding and application of joint doctrine, tactics, techniques and procedures during the exercise.
- Where appropriate provide input to the Exercise Director (EXDIR) and Chief Controller (COS EXCON) on key issues and developments, and help regulate exercise play.
- Provide a report to the LSM as applicable on the conduct and performance of the supported Command focusing on identified challenges, lessons identified and recognised good practice where applicable across ACO / ACT.

Essential Skills / Qualifications: The SM Strategic should possess the following minimum skills and qualifications;

- Relevant qualifications in the joint domain / environment.
- Have recent strategic and operational level, multi-national command experience at three star level or higher and experience of the planning, coordination, resourcing and delivery of operations and training within a Coalition / NATO environment.
- Have multinational experience of operations at the operational level.
- Possess mentoring and interpersonal skills, as well as teaching experience and demeanour, which allow successful counsel of active senior leaders.
- Experience of combined and coalition operations and the Comprehensive Approach, as well as service and joint training / exercises.
- Be available to make a long-term commitment (a period of understudy + 5 years) for a number of events per year of which the duration and number is subject to demand.
- Possess between 3-5 years of NATO Command Structure Experience including a SHAPE or NATO HQ position at two star level or above.

Desired Skills / Qualifications: The following skills and qualifications are desirable;

- Relevant experience working at national CHOD level
- Experience in national mentoring programs.

Last Review:	24 Jan 2022



**SUPREME HEADQUARTERS ALLIED POWERS
EUROPE**



JOB DESCRIPTION: SENIOR MENTOR JOINT

Job Title:	Senior Mentor Joint
Position Type:	Contractor (per event)
<p>Job Description: The NATO Senior Mentor Programme (SMP) consists of retired former Flag or General Officers (FOGO) contracted to act as Senior Mentors (SM) across Allied Command Operations (ACO) and Allied Command Transformation (ACT). They are used at the strategic and operational level, to support and assist Commanders (COM) and senior staff in the development and planning of operations and the training and exercising of the strategic, operational and component command levels and headquarters.</p> <p>SMs provide high level input, observations, coaching and advice to NATO COMs and staffs on the planning and conduct of operations, including leadership and staff functionality. They will focus on specific topics in line with direction and guidance from SACEUR and the supported COM, support the development and implementation of changes to NATO structures and policy, support the development and integration of experimentation and adaptation and the incorporation of both existing and developing NATO concepts and doctrine.</p> <p>SM support is provided through participation in selected planning sessions, education and training events, exercises, seminars and workshops and evaluations if required. The integration and management of SMs in these activities is coordinated by SHAPE, in concurrence with the supported HQ and COM, JWC, NSO and other HQs as applicable.</p>	
<p>Post Role: The Senior Mentor (SM) Joint provides advice and support to operational level Joint Force COMs and staff through participation and integration in planning sessions, exercises, training, conferences, workshops and other specific events as directed with a specific focus on the joint operational level. The SM provides impartial observations and input / feedback direct to the supported commands and through the Lead Senior Mentor (LSM) to SHAPE.</p>	
<p>General Duties: The SM will be responsible for the following;</p> <ul style="list-style-type: none">▪ Facilitate Flag / General officer level discussions and coaching while providing a Senior Officer level perspective on procedures.▪ Incorporate guidance from SACEUR, LSM and the supported COM / Command perspective on potential areas on which to focus during planning / training.▪ Provide advice / guidance to senior Training Audience (TA) leadership.	

- Advise on exercise design, major movements during execution and provide feedback to COM and staff on performance and conduct of joint planning and operations.
- Assess the attainment of exercise and training objectives, including the understanding and application of joint doctrine, tactics, techniques and procedures during the exercise.
- Where appropriate provide input to the Exercise Director (EXDIR) and Chief Controller (COS EXCON) on key issues and developments, and help regulate exercise play.
- Advise and assist the Observer / Trainers in the conduct of training of Headquarters and Commands.
- Provide input to the Commander's Summary Report if applicable.
- Provide a report to the LSM as applicable on the conduct and performance of the supported Command focusing on identified challenges, lessons identified and recognised good practice where applicable across ACO / ACT.

Essential Skills / Qualifications: The SM Joint should possess the following minimum skills and qualifications;

- Relevant qualifications in the joint domain / environment.
- Have recent operational, multi-national command experience at three star level or higher and experience of the planning, coordination, resourcing and delivery of operations and training within a Coalition / NATO environment.
- Possess between 3-5 years of NATO Command Structure Experience.
- Have multinational experience of operations at the operational level.
- Possess mentoring and interpersonal skills, as well as teaching experience and demeanour, which allow successful counsel of active senior leaders.
- Experience of combined and coalition operations and the Comprehensive Approach, as well as service and joint training / exercises.
- Be available to make a long-term commitment (a period of understudy + 5 years) for a number of events per year of which the duration and number is subject to demand.

Desired Skills / Qualifications: The following skills and qualifications are desirable;

- Relevant experience working at national CHOD level
- Experience in national mentoring programs.

Last Review:	24 Jan 2022



**SUPREME HEADQUARTERS ALLIED POWERS
EUROPE**



JOB DESCRIPTION: SENIOR MENTOR AIR

Job Title:	Senior Mentor Air
Position Type:	Contractor (per event)
<p>Job Description: The NATO Senior Mentor Programme (SMP) consists of retired former Flag or General Officers (FOGO) contracted to act as Senior Mentors (SM) across Allied Command Operations (ACO) and Allied Command Transformation (ACT). They are used at the strategic and operational level, to support and assist Commanders (COM) and senior staff in the development and planning of operations and the training and exercising of the strategic, operational and component command levels and headquarters.</p> <p>SMs provide high level input, observations, coaching and advice to NATO COMs and staffs on the planning and conduct of operations, including leadership and staff functionality. They will focus on specific topics in line with direction and guidance from SACEUR and the supported COM, support the development and implementation of changes to NATO structures and policy, support the development and integration of experimentation and adaptation and the incorporation of both existing and developing NATO concepts and doctrine.</p> <p>SM support is provided through participation in selected planning sessions, education and training events, exercises, seminars and workshops and evaluations if required. The integration and management of SMs in these activities is coordinated by SHAPE, in concurrence with the supported HQ and COM, JWC, NSO and other HQs as applicable.</p>	
<p>Post Role: The Senior Mentor (SM) Air provides advice and support to the Single Service Component / Theatre Component and Air domain COMs and staffs through participation and integration in planning sessions, exercises, training, conferences, workshops and other specific events as directed with a specific focus on the joint operational level. The SM provides impartial observations and input / feedback direct to the supported commands and through the Lead Senior Mentor (LSM) to SHAPE.</p>	
<p>General Duties: The SM will be responsible for the following;</p> <ul style="list-style-type: none">▪ Facilitate Flag / General officer level discussions and coaching while providing a Senior Officer level perspective on procedures.▪ Incorporate guidance from SACEUR, LSM and the supported COM / Commands perspective on potential areas on which to focus during planning / training.	

- Provide advice / guidance to senior Training Audience (TA) leadership.
- Advise on exercise design, major movements during execution and provide feedback to COM and staff on performance and conduct of joint planning and operations.
- Assess the attainment of exercise and training objectives, including the understanding and application of joint doctrine, tactics, techniques and procedures during the exercise.
- Where appropriate provide input to the Exercise Director (EXDIR) and Chief Controller (COS EXCON) on key issues and developments, and help regulate exercise play through the Observer / Trainers in the conduct of training of Headquarters and Commands.
- Provide input to the Commander's Summary Report if applicable.
- Provide a report to the LSM as applicable on the conduct and performance of the supported Command focusing on identified challenges, lessons identified and recognised good practice where applicable across ACO / ACT.

Essential Skills / Qualifications: The SM Air should possess the following minimum skills and qualifications;

- Relevant qualifications in the air and space domains / environments.
- Retired for no more than 3 years and have maintained currency in domain and NATO issues, doctrine and challenges, including an understanding of recent developments in NATO Air C2 and the space domain.
- Possess between 3-5 years' experience serving within the NATO Command Structure / NATO Force Structure.
- Have recent operational, multi-national command experience at two star level or higher and experience of the planning, coordination, resourcing and delivery of air operations and air support to operations within a NATO / Coalition environment.
- Possess mentoring and interpersonal skills, as well as teaching experience and demeanour, which allow successful counsel of active senior leaders.
- Be available to make a long-term commitment (a period of understudy + 5 years) for a number of events per year of which the duration and number is subject to demand.

Desired Skills / Qualifications: The following skills and qualifications are desirable;

- Relevant experience working at national ministry of defence and / or single service command level.
- Relevant experience working in national mentoring programs.

Last Review:	24 Jan 2022



SUPREME HEADQUARTERS ALLIED POWERS EUROPE



JOB DESCRIPTION: SENIOR MENTOR KEY LEADER TRAINING

Job Title:	Senior Mentor Key Leader Training
Position Type:	Contractor (per event)
<p>Job Description: The NATO Senior Mentor Programme (SMP) consists of retired former Flag or General Officers (FOGO) contracted to act as Senior Mentors (SM) across Allied Command Operations (ACO) and Allied Command Transformation (ACT). They are used at the strategic and operational level, to support and assist Commanders (COM) and senior staff in the development and planning of operations and the training and exercising of the strategic, operational and component command levels and headquarters.</p> <p>SMs provide high level input, observations, coaching and advice to NATO COMs and staffs on the planning and conduct of operations, including leadership and staff functionality. They will focus on specific topics in line with direction and guidance from SACEUR and the supported COM, support the development and implementation of changes to NATO structures and policy, support the development and integration of experimentation and adaptation and the incorporation of both existing and developing NATO concepts and doctrine.</p> <p>SM support is provided through participation in selected planning sessions, education and training events, exercises, seminars and workshops and evaluations if required. The integration and management of SMs in these activities is coordinated by SHAPE, in concurrence with the supported HQ and COM, JWC, NSO and other HQs as applicable.</p>	
<p>Post Role: The Senior Mentor (SM), through the delivery of Ex STEADFAST PYRAMID / PINNACLE, provides guidance, advice and support to newly appointed / designated Commanders and staff. The SM will also participate in exercises, training, conferences, workshops and other specific events as applicable and provide impartial observations and input / feedback direct to DSACEUR / through the Lead Senior Mentor (LSM) to SHAPE.</p>	
<p>General Duties: The SM will be responsible for the following;</p> <ul style="list-style-type: none">▪ Assist in the design and execution of relevant Key Leader Training for senior NATO commanders and staff in preparation for their assumption of critical NATO posts (Ex STEADFAST PYRAMID / PINNACLE).▪ Facilitate Flag / General officer level discussions and coaching while providing a Senior Officer level perspective on procedures.▪ Provide advice / guidance to senior Training Audience (TA) leadership.	

- Incorporate guidance from SACEUR, LSM and other HQs and Commands on potential areas on which to focus during the various phases of execution.
- Assess the attainment of exercise and training objectives, including the understanding and application of joint doctrine, tactics, techniques and procedures during the exercise.
- Advise and assist the EXDIR, COS EXCON and Senior Observer / Trainer in the preparation and conduct of the mid / Exercise Review and After Action Review if applicable.
- Provide a report to DSACEUR / LSM as applicable on the conduct and performance of EX STPYPI focusing on identified challenges, lessons identified and recognised good practice where applicable across NATO.

Essential Skills / Qualifications: The SM Key Leader Training should possess the following minimum skills and qualifications;

- Have recent strategic / operational level, multi-national command experience at three star level or higher.
- Have recent experience of the planning, coordination, resourcing and delivery of operations and training within a Coalition / NATO environment.
- Have multinational experience of operations at the operational level.
- Possess mentoring and interpersonal skills, as well as teaching experience and demeanour, which allow successful counsel of active senior leaders.
- Experience of combined and coalition operations and the Comprehensive Approach, as well as service and joint training / exercises.
- Be available to make a long-term commitment (a period of understudy + 5 years) for a number of events per year of which the duration and number is subject to demand.
- Possess between 3-5 years of NATO Command Structure experience.

Desired Skills / Qualifications: The following skills and qualifications are desirable;

- Relevant experience working at national CHOD level
- Relevant experience in national mentoring programs.

Last Review:	24 Jan 2022