

JOB POSTING

Position: Intelligence Data Analyst

Classification: Sensitive / Security Clearance Required

We are seeking a highly capable and analytically rigorous professional to join our team as an Intelligence Data Analyst, supporting high-impact intelligence assessments and decision-making processes in a dynamic security environment.

This role requires the ability to transform complex, multi-source information into clear, actionable intelligence under time pressure, while operating in environments characterized by ambiguity, incomplete data, and evolving threats.

Core Responsibilities

- Collect, process, and analyze intelligence from multiple sources
- Produce structured analytical outputs, including:
 - Intelligence briefs (1–3 pages)
 - Situation reports (SITREPs)
 - Strategic assessments
 - Early warning reports
- Identify patterns, anomalies, and emerging threats across geopolitical, cyber, and information domains
- Apply structured analytic techniques and critical reasoning to reduce bias and improve accuracy
- Support real-time intelligence operations and rapid decision-making processes
- Conduct OSINT investigations and data-driven analysis using advanced analytical tools
- Collaborate with multidisciplinary teams and international partners in sensitive environments

Minimum Requirements

- University degree (minimum 180 ECTS or equivalent) in:
 - Intelligence / Security Studies
 - International Relations
 - Law / Economics
 - Computer Science / Data Science
 - or related disciplines
- Citizenship of Montenegro or NATO/EU country (eligible for security clearance)
- Demonstrated analytical capability and structured thinking
- Ability to work under pressure and meet tight deadlines
- High level of discretion and integrity in handling sensitive and classified information
- Strong understanding of global security dynamics and geopolitical developments
- Excellent command of English (written and spoken)

Required Competencies

- Ability to distinguish signal from noise in high-volume information environments
- Capacity to operate with incomplete or conflicting data
- Sound judgment and decision-making under uncertainty
- Strong written communication skills with focus on clarity, brevity, and impact
- Awareness of disinformation tactics and information manipulation techniques
- Understanding of the intelligence cycle and analytical tradecraft

Technical Skills (Preferred)

- Proficiency in one or more:
 - SQL, Python, R
 - Excel (advanced), Tableau, Power BI
- Experience with OSINT methodologies and digital research tools
- Basic understanding of cybersecurity and digital forensics
- Familiarity with data analysis, machine learning, or AI-assisted tools

Desirable Experience

- Previous experience in:
 - Intelligence or security institutions
 - Risk analysis / consulting
 - Cyber threat analysis
 - Financial intelligence or investigative environments
- Exposure to hybrid threats, influence operations, or information warfare
- Knowledge of additional languages (Russian, Chinese, Arabic, French)

Operational Expectations

- Ability to operate in classified and sensitive environments
- Willingness to work outside standard hours when required
- High tolerance for ambiguity, complexity, and evolving priorities
- Commitment to continuous learning and professional development

Compensation

- Position aligned with **Band B3–B4 (Analyst / Senior Analyst level)** within the organizational grading framework
- Final band placement determined based on experience, demonstrated analytical capability, and operational performance during the selection process

- Clear progression pathway within the analytical track, including advancement to senior and lead roles
- Compensation and benefits aligned with international security and intelligence sector standards

What We Offer

- Engagement in high-impact, mission-driven work
- Exposure to complex international security challenges
- Continuous training in intelligence analysis and advanced methodologies
- Structured career progression within a high-performance environment
- Collaboration with international partners and experts

Selection Process

The selection process is designed to assess both analytical capability and operational suitability:

1. Online Application and Screening
2. Analytical Assessment Task
 - Short intelligence brief based on provided scenario
3. Structured Interview and Assessment Panel
4. Security Clearance Procedure

Application Process

Submit your CV and cover letter via our secure application portal no later than **June 15th**.

Due to the sensitive nature of this position, only shortlisted candidates will be contacted.