



Dr Garry Hargreaves

Director of the NCI Academy

Dr Garry Hargreaves was appointed Director of the NATO Communications and Information (NCI) Academy on 1 August 2020. He ensures the Academy provides high quality education and training content to NATO and oversees its continuous improvement. As the Service Owner for education training, he leads change management processes in order to retain business operations, and guarantee an efficient, cost effective and sustainable business management. In his previous role as the NCI Academy's Dean of Academics, he was responsible for planning, managing and executing all academic operations required to enable the delivery of individual academic courses, programmes and curricula within the NCI Academy. His role extended to ensuring the accomplishment of all academic operational goals to provide a high-quality learning experience.

Dr Hargreaves joined the NCI Agency in April 2016. He spent a year within Education and Training service line in The Hague, Netherlands, before moving to Portugal to engage more fully as the NCI Academy Programme Manager. In this role, he was responsible for the transition, relocation and transformation of the NATO Communications and Information Systems (CIS) School in Latina, Italy, to the new NCI Academy in Oeiras, Portugal.

Prior to joining the NCI Agency, Dr Hargreaves held various positions within the Joint Warfare Centre (JWC) including Simulations, Modelling, Communications, Computers, Command and Control (SMC4) Division Head and Capability Development and Integration Branch Head. He also led the Integrated Programme Management team that managed the creation of JWC and Joint Force Training Centre (JFTC) simulation-based training capabilities. He served in several operational commands under Allied Command Operations (ACO) and Allied Command Transformation (ACT), including tours at the former Joint Headquarters North in Stavanger, Norway, as J6 division Requirements Branch, and the Headquarters Allied Forces Northwest as CIS Division Plans and Requirements Branch Head. Previously, he held different technical positions within Commander-in-Chief, Eastern Atlantic Area (CINCEASTLANT), NATO Communication and Information Systems Services Agency (NCSA) in Northwood (1990-1997) and the British Royal Navy (1978-1990). With over 30 years of NATO civilian experience and an additional 12 years in uniform with the Royal Navy, Dr Hargreaves is a relentless learner and facilitator, having created and directed various NATO team and individual development courses for NATO-wide participants, and mentored and coached multinational civilian and military NATO staff.

In 2018, Dr Hargreaves earned his doctorate in Business Administration at the University of Liverpool. His paper "Soft Leadership in a Hard Organisation" won the Allan Moore award in 2015. He has a Master's degree in Data Communications Systems from Brunel University and a Bachelor of Sciences honours degree from the Open University, both from the United Kingdom. He attended the first NATO Executive Development Programme in 2010. In 2014, he was named the Expert-Level Student of the Year by the IT Service Management Forum. He also has formal qualifications in Change, Programme and Project Management.

Dr Hargreaves was awarded a NATO Meritorious Service Medal in 2015 and again in 2019 for delivering exceptional results in support of NATO's mission and its digital endeavour. Dr Garry Hargreaves was born in the United Kingdom and currently resides in Oeiras with his family.

Oeiras, Portugal
Tel: +351 21011 5404
email: Garry.Hargreaves@ncia.nato.int

**NATO Communications
and Information Agency**
**Agence OTAN d'information
et de communication**

Boulevard Leopold III
1110 Brussels, Belgium
www.ncia.nato.int