



**NORDEFECO**

NORDIC DEFENCE COOPERATION



# COURSE CATALOGUE 2019-2020

NORDIC DEFENCE COOPERATION  
(NORDEFECO)

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## Introduction to NORDEFECO

Nordic Defence Cooperation (NORDEFECO) represents a long tradition of cooperation among the Nordic countries – Denmark, Finland, Iceland, Sweden and Norway. The armed forces of the Nordic countries share a common approach, making broad cooperation both possible and preferable. This cooperation is based on the conviction that there is a lot to be gained through shared experiences, shared cost, joint solutions and joint actions.

The NORDEFECO structure is a cooperation structure, not a command structure. Cooperation activities initiated from top or bottom are facilitated and agreed within in the structure, but the actual realization and participation in activities remain national decisions.

Once a cooperation activity is implemented, it will be run by the regular, existing national chain of command. A NORDEFECO agreement will decide upon a framework or lead nation concept for the activity. Examples of this could be educational cooperation, where responsibility is divided between the nations or a common exercise plan with a rotating host nation scheme for major exercises.

The NORDEFECO Peace Support Operations Education & Training programme is an excellent example of how the Nordic nations can cooperate. By dividing the responsibility for the different types of courses, together with sharing of the nations' national instructors it was possible to reach international top-level. This had not been possible if the nations would have attempted to set-up the courses individually.

The main aim and purpose of the NORDEFECO is to strengthen the participating nations' national defence, explore common synergies and facilitate efficient common solutions.





# DANISH DEFENCE

## DANISH DEFENCE

Danish Defence are within the NORDEFECO framework Subject Matter Experts and offer courses for all NATO, EU, PfP and UN nations on the following topics:

- ★ Military Police (MP)
- ★ CIMIC
- ★ PSYOPS

Denmark is internationally known and recognized as one of the leading nations within these areas. Denmark is a member of NATO, UN and the EU and contributes to many expert panels and working groups on these matters. Denmark has also been participating in many different UN, NATO and coalition operations none stop since 1947. Denmark has been offering NORDEFECO courses since its beginning in the 1960's and is one of the leading nations within education and training of Military Police, CIMIC and PSYOPS personnel and units.

### **Military Police courses are offered by:**

Danish Joint Military Police Centre, Aalborg Barracks, Gl. Hoevej 34, DK-9400 Noerresundby

### **CIMIC and PSYOPS courses are offered by:**

Army Intelligence Centre, Varde Barracks Hjerdingvej 127, DK-6800 Varde

### **HOW TO APPLY FOR THE COURSES**

The general instructions for application are below. Further information on the various courses offered by Denmark are on the following pages (course description).

### **NORDIC APPLICANTS (NORDEFECO COUNTRIES)**

Course seats have been allocated in advance between the NORDEFECO countries. Please, contact your own HQ and/or national POC for further information.

### **OTHER NATIONS APPLICANTS**

Fill out a course specific electronic application form. A link to the application form will be found on the website (see below).

Confirmation of admission will be sent in due time before the course.

If you need an application form or any additional information about our courses, please contact us by email or visit our website:

#### **Military police:**

Website: [www.nordefco.org](http://www.nordefco.org)  
(and click on our trainings centre)

E-mail: [UNMILPOC@MIL.DK](mailto:UNMILPOC@MIL.DK)

#### **CIMIC and PSYOPS:**

Website: [www.nordefco.org](http://www.nordefco.org)  
(and click on our trainings centre)

E-mail: [HEC-KTP-CIMIC@MIL.DK](mailto:HEC-KTP-CIMIC@MIL.DK)

## Nordic Provost Marshal Course (PMC)

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### Aim

The aim of the course is to impart such knowledge and attitudes to students from Nordic and other countries that he/she is able to perform the duties as Provost Marshal, working in a Provost Marshal staff or perform as Legal Advisor in an international operation.

The course is intended for personnel serving as Provost Marshal, Legal Advisor or in a Provost Marshal staff.

### Performance/Learning objectives

Upon completion of the course the students should be able to:

- ★ Work as PM or in a PM staff on Bde and BG level.
- ★ Understand how SOP/SOI, MOU, ROE, Law of Armed Conflicts etc. impact on PM guidance and advice in an international environment.
- ★ Understand paradoxes and dilemmas in connections with National and International regulations and caveats in connections with investigations.
- ★ Higher understanding of Bde/BG Commanders expectations to his PM and the Military Police unit in connection with operations.

### References

AJP-3.2.3.3 Allied Joint Doctrine for Military Police and UN MP manual.

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Student must be Military Police Officers (OF-2 or higher) or Legal Advisors.
- ★ Students must have served as a Military Police officer (except Legal Advisors).
- ★ Students must have a very good knowledge of English.

### Course duration

5 days

### Course cost

Payment is € 100,- pr. day and will cover meals, accommodation and all course related social arrangements.

## United Nations Military Police Course (UNMILPOC)

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### Aim

The aim of the course is to impart such knowledge and attitudes to officers from the Nordic and other countries making him/her able to perform MP-Officers functions or to perform MP Shift Commander's functions in a Multinational MP unit within a UN, NATO or coalition operation. The course is meant to give the students an introduction to the work as Military Police in a Multinational MP unit in an international operation.

### Performance/Learning objectives

Upon completion of the course the students should be able to and understand the following:

- ★ UN organization, tasks and activities related to peace support operations, including support from military organizations (NATO).
- ★ Military Police authority in different types of UN and NATO missions, incl. ROE, Law of Armed Conflict and other legal documents.
- ★ Operational planning and MP Operations including:
  - Mobility Support Functions
  - Law Enforcement Functions
  - Security Functions
  - Detention Functions
- ★ Military Police Administration in UN and NATO operations.
- ★ Radio Communications and Military English.
- ★ Historical, political, climatic and cultural conditions in potential UN or NATO lead mission areas, including gender issues.

### References

AJP-3.2.3.3 Allied Joint Doctrine for Military Police and UN MP manual.

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Student must be Civilian or Military Police trained or a Legal Advisor.
- ★ Student must have a very good knowledge of English.

### Course duration

17 days (3 weeks including the weekend between week one and two).

### Course cost

Payment is € 100,- pr. day and will cover meals, accommodation and all course related social arrangements.

## United Nations CIMIC Staff Officers Course (UNCSOC)

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### Aim

The aim of the course is to prepare Civilian and Military Staff Officers to serve within a UN Integrated Mission Headquarters. Special emphasis will be on the responsibilities, tasks and challenges on the G9/U9 Staff Functional Area.

### Performance/Learning objectives

Upon completion of the course the students should be able to:

- ★ Deploy and assume CIMIC Staff duties within United Nations Peacekeeping Operation (UNPKO) Formations and Force Headquarters.

### References

- ★ United Nations Civil-Military Coordination Specialized Training.
- ★ Materials.
- ★ United Nations Force Headquarters Handbook.
- ★ Civil-Military Coordination in Peace Operations by Peace.
- ★ Operations Training Institute.

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ For military students with no CIMIC experience or training it is mandatory to successfully complete the United Nations Civil-Military Coordination ADL-course provided by the Peace Operations Training Institute (POTI) prior to the NORDEFECO UN Civil Military Cooperation Staff Officers Course.
- ★ Students must have a very good knowledge of English.

### Course duration

5 days

### Course cost

Payment is € 100,- pr. day and will cover meals, accommodation and all course related social arrangements.

## International PSYOPS Basic Course (IPBC)

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### Aim

The aim of the course is to provide the individual student with the basic understanding of the definition, aim, components principle tasks, functions and organization of NATO PSYOPS in general.

### Performance/Learning objectives

Upon completion of the course the students should be able to:

- ★ Enter following specialist PSYOPS courses in order to be able to assume PSYOPS duties within formations and staffs with focus on battalion and brigade level.

### References

AJP-3.10.1 Allied Joint Doctrine for Psychological Operations.  
NATO BI-SC Psychological Operations Handbook.

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Students must have a very good knowledge of English.

### Course duration

5 days

### Course cost

Payment is € 100,- pr. day and will cover meals, accommodation and all course related social arrangements.





## THE FINNISH DEFENCE FORCES INTERNATIONAL CENTRE (FINCENT)

The Finnish Defence Forces International Centre FINCENT is nationally and internationally known and recognized forerunner, expert and active participant in crisis management education and training.

FINCENT organises military crisis management training for command and expert personnel in United Nations, NATO, African Union and European Union led crisis management operations. FINCENT also focuses on assuring the quality of training and supervising crisis management education criteria.

The mission of FINCENT is to execute and conduct the international training of leaders and experts in crisis management in cooperation with its national and international partners. FINCENT monitors and evaluates the range, execution and practices of crisis management training on a global scale and defines training solutions and responsibilities. FINCENT also supports other Finnish Defence Forces units with its expertise in terms of training and evaluation.

FINCENT has been qualified by the United Nations (UN Certificate of Training Recognition), NATO (NATO ACT Quality Assurance) and Finnish National Defence University (NDU Assurance of Training Quality). The crisis management training conducted by FINCENT has been granted the ISO 9001 quality certificate.

FINCENT was founded in 1969 as the first peace-keeping training centre in the world. At the beginning of 2015, FINCENT became a part of the National Defence University and thereby is responsible of military crisis management research in Finnish Defence Forces. FINCENT is located on the island of Santahamina in Helsinki.

Website: [www.fincen.fi](http://www.fincen.fi)

## African Integrated Crisis Management Course (AICM)

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### Aim

FINCENT conducts courses in order to support Eastern Africa Standby Force (EASF). These one week courses are part of the African Capacity Building Initiative in which the Nordic Countries support the capacity building of the EASF.

The aim of the course is to enhance knowledge and understanding of integrated crisis management approaches, as well as to enhance collaboration and coordination among the different actors, namely military, civilian crisis management, humanitarian and development aid actors.

The course is conducted in cooperation with Crisis Management Centre Finland (CMC Finland) and within the framework of the Centre of Expertise in Comprehensive Crisis Management.

### Performance/Learning objectives

Upon completion of the course the students should be able to:

- ★ Comprehend UN integrated and NATO/EU comprehensive approaches.
- ★ Comprehend the basic documents, guidelines and principles of the different actors.
- ★ Collaborate and coordinate between different actors aiming for better information sharing.

### Target Audience

To be eligible to attend the course, nominees must fulfil the following criteria:

- ★ Participants should preferably be senior level experts (civilians or civil administration and military personnel) who work in areas related to crisis management in the wider context or work currently in a crisis area or can be prospective participants in future operations or missions.
- ★ Language proficiency: good comprehension of English.

### Course duration

6 days

### Course cost

Please contact FINCENT

## United Nations Military Experts on Mission Course (UNMEM)

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### Aim

The aim of the course is to prepare Military Officers for service as UN Military Observers, UN Military Advisers/ Senior Liaison Officers in any on-going or future UN Peacekeeping Operations (UNPKO).

### Performance/Learning objectives

Upon completion of the course the students should be able to:

- ★ Comprehend the UN Integrated Mission Concept.
- ★ Comprehend the basic documents, guidelines and principles of the UN Integrated Mission.
- ★ Apply the different skills of a military expert on mission.
- ★ Analyse the nature of modern conflicts and the UN's contribution to an integrated approach.

The UNMEM Course consists of lessons on theory, case studies, basic exercises and a final field exercise covering the following main topics:

- ★ UN Organisations, present on-going UNPKOs.
- ★ Observer/Liaison/Adviser duties, emphasis on reporting and assessment procedures.
- ★ Cross-cultural, political, social, religious and other factors prevailing in mission areas.

### Target Audience

To be eligible to attend the course, nominees must fulfil the following criteria:

- ★ Be a nationally trained officer with a working experience in excess of five years (CAPT to COL).
- ★ Be a nationally trained female warrant officer or lieutenant with a working experience in excess of five years (UNHQ new student criteria 2018).
- ★ Language proficiency: Working level English language skill. Language testing is a national responsibility. The working language is English. No additional language training or translation is provided.
- ★ Have a valid driver's licence.
- ★ Be physically fit.
- ★ Have basic computer skills.
- ★ Additionally, for MILAD students, previous experience of PSOs is required.

### Course duration

19 days

### Course cost

€2,000 (cover meals, accommodation and all course related social arrangements)

## Safety Officer Course (SAFOC)

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### Aim

The aim of the course is to prepare students from the Nordic countries to serve as safety managers or officers within a tactical level (Bn/Bde or corresponding) headquarters (HQ) while applying the Operational Planning Process (OPP) based on the Comprehensive Operations Planning Directive (COPD) and the principles of a Comprehensive Approach.

### Performance/Learning objectives

Upon completion of the course the students should be able to:

- ★ Comprehend the nature of safety as a vital part of operational capabilities and its planning process as well as how to improve operational effectiveness.
- ★ Comprehend safety situational awareness as part of the common operational picture.
- ★ Comprehend the risk management process.
- ★ Apply and understand safety measures in order to support Operational safety (Force Protection)

### Target Audience

To be eligible to attend the course, nominees must fulfil the following criteria:

- ★ The primary training audience is identified as military officers (OF 2-3, OR 7-9) who have or will be appointed to positions in HQs on the tactical level. Civilian staff officer equivalents are also eligible for nomination.
- ★ Language proficiency: (Level 3) English in accordance with NATO STANAG 6001: Listening; Good (3), Speaking; Fair (2), Reading; Good (3), Writing; Fair (2). The evaluation of the language skill of the individual pupil is up to the nation sending them.
- ★ Computer skills: Students must have basic (Level 2; Fair) computer skills in the Microsoft Office package.
- ★ Designated Precourse Papers (or ADL) has to be completed prior to the start of the Course.
- ★ National Staff Experience.
- ★ Basic knowledge about military operations and staff work.
- ★ Basic knowledge of safety management.

### Course duration

5 days

### Course cost

€100/day (cover meals, accommodation and all course related social arrangements)





## NORWEGIAN DEFENCE INTERNATIONAL CENTRE (NODEFIC)

NODEFIC offers our global partners a broad variety of fundamental skills and the understanding required to succeed in complex peace support operations and other multinational operations worldwide. Every year we are pleased to welcome students from all over the world to our courses in logistics and UN operations.

Our centre is located in beautiful surroundings at Akershus Fortress in Oslo, the capital of Norway. The centre is a department of the Norwegian Defence Command and Staff College and the Norwegian Defence University College. NODEFIC also takes part in, and is an important contributor to, the Nordic Defence Cooperation (NORDEFECO).

NODEFIC offers modern facilities to our course participants. Lectures are given in our spacious conference room, while our four classrooms provide excellent opportunities for working in smaller groups. All rooms are equipped with projectors, sound systems and free Wi-Fi. The University College library is at the participants' disposal.

All students at NODEFIC are accommodated at a commercial hotel in downtown Oslo, a short walk from Akershus Fortress. The hotel is newly refurbished and participants have access free of charge to the hotel's fitness centre.

There are no course fees at NODEFIC. Course participants are expected to pay their own expenses for accommodation, food, and transportation. At the moment, accommodation and food cost 100 Euro per night.

As a part of your stay with us, NODEFIC offers participants an opportunity to get to know Oslo by taking part in sightseeing tours and social events. We take pride in to giving you a memorable stay in Norway.

Most of our courses have pre-course materials. Be aware that it is mandatory to read the material, or take online courses, prior to the course.

All courses at NODEFIC are conducted in English. Participants must be proficient in oral and written English (equivalent to: NATO STANAG 6001/ 3-2-3-2). No translation services will be available.

### **Our Philosophy**

By creating forums that encourage the development of cross-cultural trust and confidence, and by sharing ideas and experiences, we aim to turn every course participant into a valuable tool in efforts to engineer the peaceful settlement of wars and conflicts.

### **Profession:**

NODEFIC takes pride in having the best and most experienced lecturers, from all over the world. Much of what you will learn in our courses comes from other participants sharing their knowledge and experience.

### **People:**

We expect all participants to share their knowledge and experience with each other. Our highly experienced instructors facilitate working groups in which you and your fellow participants solve challenges – together.

### **Network:**

NODEFIC attracts participants from a variety of nationalities, cultures, backgrounds, and professions, including civilians, police and military personnel. Attending our courses gives participants the possibility to broaden their professional network beyond national borders, organisations and professions, and make new friends.

### **Culture:**

NODEFIC prepares participants for work in multinational operations in countries far from home. By attending our courses, participants will have an opportunity to work with people that look different, think differently, speak differently and act differently.

**For more information about our courses and how to apply, visit: [www.nodefic.no](http://www.nodefic.no)**

## NATO Logistic Officer Course (NATO LOC)

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### Aim

The aim of the course is to prepare students from NATO and partner countries to serve as a logistic staff officer within a tactical and/or operational level, multinational headquarters or a national headquarters in a NATO led operation while applying relevant NATO Logistic Doctrines (Bi-SC Joint Ops Guidelines and AJP-4 sub doctrines).

### Performance/Learning objectives

- ★ Given the references, explain the content of the NATO logistic doctrines.
- ★ Given the references, explain the most relevant NATO logistic procedures and planning considerations.
- ★ Given a fictitious scenario and the references, apply the NATO logistic doctrines and procedures into a functional logistics concept.

### References

Bi-SC JOPG Logistics, Bi-SC JOPG JLSG, AJP-4.X series.

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Rank level: OF2/OR5 – OF4/OR8 or equivalent police levels. In certain circumstances, exceptions can be made.
- ★ Language Proficiency: Proficiency in oral and written English (equivalent to: NATO STANAG 6001/ 3-2-3-2). No translation services are available.
- ★ Required experience (if applicable): Primary logistic OF/OR with relevant background.

### Course duration

14 days

### Course cost

Payment is € 100 pr. day and will cover meals, accommodation and all course related social arrangements.

### Additional information

Security Classification: UNCLASSIFIED

## International Movement Planning Course (INTMOV P)

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### Aim

The aim of the course is to prepare students from UN, NATO and EU to perform as movement planning officers in a national deployed unit, a national movement staff, or as a movement staff officer or supporting staff within a deployed Force/Mission Headquarters while applying the relevant NATO Doctrines or UN policy.

### Performance/Learning objectives

- ★ Given the references, explain how nations and multinational organizations, including UN, NATO and EU, collaborate in movement planning.
- ★ Given the references, summarize the characteristics of movement planning.
- ★ Given a fictitious scenario, construct a national strategic deployment plan for a limited military force.
- ★ Given a fictitious scenario, construct a multinational RSOM plan for a limited multinational force.

### References

MC 319/3 Logistics, MC 336 M&D, AJP-3.13 Deployment of Forces, AJP-4.4 M&T, AJP-4.6 JLSG

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Rank level: OF2/OR5 – OF4/OR9 or equivalent police levels. UN personnel at P2-P4 levels or equivalent FS and GS levels may apply. In certain circumstances, exceptions can be made.
- ★ Language Proficiency: Proficiency in oral and written English (equivalent to: NATO STANAG 6001/ 3-2-3-2). No translation services are available.
- ★ Required experience (if applicable): Tactical level Movement Control or transportation is an advantage.

### Course duration

14 days

### Course cost

Payment is € 100 pr. day and will cover meals, accommodation and all course related social arrangements.

### Additional information

Security Classification: UNCLASSIFIED

## United Nations Logistic Officer Course (UNLOC)

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### Aim

The aim of the course is to prepare students to perform as UN logistic staff in UNHQ/UN Mission, or logistic officers in a national deployed UN unit, or as a logistic officer within a national Headquarters while applying the relevant UN policy.

### Performance/Learning objectives

- ★ Explain how the integrated mission affects the use of logistic units in a UN Integrated Mission.
- ★ Explain how a Memorandum of Understanding and the national logistic concept of a Troop Contributing Country are connected.
- ★ Apply key UN logistic documents to plan, execute and control the logistic.
- ★ Perform as supervisor of the reception, distribution and archiving of UN key reports that will impact on UN reimbursement system.

### References

UN Logistic Concept (issued by NODEFIC), UN COE Manual, UN Medical Support Manual, TCC Generic Guide-lines, Authority, Command and Control in UN PKO.

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Rank level: OF2/OR5 – OF4/OR9 or equivalent police levels. UN personnel at P2-P4 levels or equivalent FS and GS levels may apply. In certain circumstances, exceptions can be made.
- ★ Language Proficiency: Proficiency in oral and written English (equivalent to: NATO STANAG 6001/ 3-2-3-2). No translation services are available.
- ★ Required experience (if applicable): NIL.

### Course duration

10 days

### Course cost

Payment is € 100 pr. day and will cover meals, accommodation and all course related social arrangements.

### Additional information

Security Classification: UNCLASSIFIED

## United Nations Contingent Owned Equipment Course (UNCOE)

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### Aim

The aim of the course is to prepare students to perform as UN COE-subject-matter-expert in UNHQ/UN Mission, or logistic/finance officers in a national deployed UN unit, or as a logistic/finance officer within a national Headquarters while applying the relevant UN policy within the United Nations Contingent Owned Equipment System.

### Performance/Learning objectives

- ★ Illustrate the logistic system within an Integrated Mission.
- ★ Explain the COE system and be able to use the COE Manual.
- ★ Execute planning and preparations for a troop contribution applying COE knowledge including MOU preparations.
- ★ Execute the sustainment phase of a mission applying COE knowledge including verification and control (COE inspections).
- ★ Supervise the reception, distribution and archiving of UN key reports that will influence on reimbursement according to MOU, LOA and the COE system.

### References

UN Logistic Concept (issued by NODEFIC), UN COE Manual, Guidelines for Field Verification and Control, UN Medical Support Manual, TCC Generic Guidelines.

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Rank level: OF2/OR5 – OF4/OR9 or equivalent police levels. UN personnel at P2-P4 levels or equivalent FS and GS levels may apply. In certain circumstances, exceptions can be made.
- ★ Language Proficiency: Proficiency in oral and written English (equivalent to: NATO STANAG 6001/ 3-2-3-2). No translation services are available.
- ★ Required experience (if applicable): NIL.

### Course duration

5 days

### Course cost

Payment is € 100 pr. day and will cover meals, accommodation and all course related social arrangements.

### Additional information

Security Classification: UNCLASSIFIED

## United Nations Orientation Course (UNOC)

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### Aim

The aim of the course is to give the participants an introduction to the United Nations – its structure, policies and operations, as well as current issues affecting the organisation.

### Performance/Learning objectives

- ★ Summarize the history of UN peace operations and explain the role of different organizations' within the UN.
- ★ Summarize the basic UN peace operations principles and mandates.
- ★ Identify the decision-making process in UN peace operations, including force generation.
- ★ Summarize the UN integrated mission approach, including the main UN entities and programs.
- ★ Identify and discuss mandated tasks and cross-cutting issues affecting UN peace operations.

### References

UN handbook 2013-14. UN Civil affairs handbook 2012.02

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Rank level: OF1/OR5 – OF5/OR9 or equivalent police levels. UN personnel at P2-P5 levels or equivalent FS and GS levels may apply. In certain circumstances, exceptions can be made.
- ★ Language Proficiency: Proficiency in oral and written English (equivalent to: NATO STANAG 6001/ 3-2-3-2). No translation services are available.
- ★ Required experience (if applicable): NIL.

### Course duration

5 days

### Course cost

Payment is € 100 pr. day and will cover meals, accommodation and all course related social arrangements.

### Additional information

Security Classification: UNCLASSIFIED

## United Nations Field Crisis Management Training of Trainers Course (UNFCMT)

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### Aim

The aim of the course is to prepare students from the UN to facilitate and implement crisis management simulation exercises in field operations in Operational HQ following the essential procedures in accordance with UN Crisis Management Standard Operating Procedures and Best Practice.

### Performance/Learning objectives

- ★ Summarize a wide spectrum of crisis situations in field missions, including those that would benefit from an integrated, multidimensional response requiring coordination with UN Headquarters.
- ★ Explain the crisis response architecture within the UN, including individual entities processes and the system-wide crisis management framework.
- ★ Modify, refine and update the UN crisis management standard operating procedures at the field level.
- ★ Implement UN crises management procedures within mission settings.
- ★ Facilitate and implement crisis management simulation exercises in field operations.

### References

UN Policy for Crisis Management, DPKO, DFS SOP for Crisis management.

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Rank level: P4-D1 or equivalent OF levels. In certain circumstances, exceptions can be made.
- ★ Language Proficiency: Proficiency in oral and written English (equivalent to: NATO STANAG 6001/ 3-2-3-2). No translation services are available.
- ★ Required experience (if applicable): Minimum 5 years of training experience and extensive understanding of UN structures and policies in UN Peacekeeping Operations.
- ★ Open for special invitation only.

### Course duration

6 days

### Course cost

Payment is € 100 pr. day and will cover meals, accommodation and all course related social arrangements.

### Additional information

Security Classification: UNCLASSIFIED

## United Nations Joint Mission Analysis Centre Course (UNJMAC)

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### Aim

The aim of the course is to prepare the participants to perform effectively as JMAC analysts within a UN operation in accordance with DPKO/DFS policy and guidelines for JMAC, as well as appropriate mission good practices.

### Performance/Learning objectives

- ★ Summarize the JMAC's roles and functions as part of a UN mission.
- ★ Execute collection, examination and analysis of multi-sourced information.
- ★ Identify threats and challenges to mandate implementation.
- ★ Produce the most common JMAC products applying JMAC tools and procedures.
- ★ Execute and produce integrated analysis and predictive assessments in support of the mission leadership.

### References

UN Policy on Peace Keeping Intelligence, 2017  
UN JMAC Handbook, 2017

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Rank level: OF1/OR5 – OF5/OR9 or equivalent police levels. UN personnel at P2-P5 levels or equivalent FS and GS levels may apply. In certain circumstances, exceptions can be made.
- ★ Language Proficiency: Proficiency in oral and written English (equivalent to: NATO STANAG 6001/3-2-3-2). No translation services are available.
- ★ Required experience (if applicable): Be working in, or about to deploy to, a JMAC or comparable UN Mission analytical section. Have experience in information collection and analysis.
- ★ *Open for special invitation only.*

### Course duration

6 days

### Course cost

Payment is € 100 pr. day and will cover meals, accommodation and all course related social arrangements.

### Additional information

Security Classification: UNCLASSIFIED

## United Nations Joint Operations Centre Course (UNJOC)

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### Aim

The aim of the course is to prepare the participants to effectively perform as mission JOC staff members in accordance with the DPKO/DFS Policy and Guidelines for JOCs, as well as the appropriate mission good practices.

### Performance/Learning objectives

- ★ Explain the role and purpose of the JOC in the context of the UN Peace and Security architecture.
- ★ Explain the information flow in the field and to the UNHQ.
- ★ Perform JOC core functions.
- ★ Produce, review and develop JOC products and services.
- ★ Explain the JOC officers' roles and responsibilities.

### References

UN JOC Policy 2014:10  
UN JOC Guidelines 2014:11  
UN Policy on Peace Keeping Intelligence, 2017

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Rank level: OF1/OR5 – OF5/OR9 or equivalent police levels. UN personnel at P2-P5 levels or equivalent FS and GS levels may apply. In certain circumstances, exceptions can be made.
- ★ Language Proficiency: Proficiency in oral and written English (equivalent to: NATO STANAG 6001/3-2-3-2). No translation services are available.
- ★ Required experience (if applicable): Be working in, or about to deploy to, a JOC or comparable UN Mission operational section, or about to be deployed to one.

### Course duration

6 days

### Course cost

Payment is € 100 pr. day and will cover meals, accommodation and all course related social arrangements.

### Additional information

Security Classification: UNCLASSIFIED

## United Nations Intelligence Course (UNIC)

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### Aim

The aim of the course is to prepare students for work in Intelligence positions in an integrated UN Mission, or as a national intelligence staff supporting deployed UN units, or as an intelligence staff officer at a UN Mission Headquarters.

### Performance/Learning objectives

- ★ Illustrate the Intelligence Architecture within a UN Integrated Mission.
- ★ Describe the elements of the intelligence cycle
- ★ Understand how the integrated mission benefits from a comprehensive intelligence process and architecture.
- ★ Understand the meaning and relevance of the Intelligence Dialogue.
- ★ Understand the process and be able to produce an estimate of the operational environment.
- ★ Utilize key UN documents to plan, execute and control the Intelligence process.
- ★ Understand and support all entities contributing to the Intelligence process in a UN Integrated PKO.

### References

UN Peace Keeping Intelligence Policy

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Rank level: OF1/OR5 – OF5/OR9 or equivalent police levels. UN personnel at P2-P5 levels or equivalent FS and GS levels may apply. In certain circumstances, exceptions can be made.
- ★ Language Proficiency: Proficiency in oral and written English (equivalent to: NATO STANAG 6001/ 3-2-3-2). No translation services are available.
- ★ Required experience (if applicable): Have experience from national intelligence training and service.
- ★ *Open for special invitation only.*

### Course duration

6 days

### Course cost

Payment is € 100 pr. day and will cover meals, accommodation and all course related social arrangements.

### Additional information

Security Classification: UNCLASSIFIED

## United Nations Ceasefire Mediation Course (UNCM)

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### Aim

The aim of the course is to provide the participants with the tools and knowledge to support a ceasefire mediation process, taking into account their multi-faceted nature in terms of content, context and actors.

### Performance/Learning objectives

- ★ Recognize the basics of mediation.
- ★ Explain the ceasefire definitions, typologies and component.
- ★ Perform as advisor on planning of a ceasefire negotiation.
- ★ Explain the fundamentals of implementation.
- ★ Explain how to mainstream cross-cutting issues throughout a ceasefire process.

### References

Guidance for Effective mediation (issued by the UN in 2012). Guidance for Mediators, Addressing Conflict-Related Sexual Violence in ceasefire and Peace Agreements (issued by the UN in 2012).

### Target Audience

To be eligible to attend the course, nominees must fulfill the following criteria:

- ★ Have some knowledge or experience of international peace mediation, though no experience/knowledge of ceasefire mediation is necessary.
- ★ Be personnel working at the UN, member state entities, international and regional organisations, and Civil Society/NGOs on ceasefire mediation.
- ★ No translation service available.
- ★ Open by special invitation only.

### Course duration

7 days

### Course cost

Payment is € 100 pr. day and will cover meals, accommodation and all course related social arrangements.

### Additional information

Security Classification: UNCLASSIFIED

# TRAINING AND EDUCATION

## NORWAY

NODEFIC conducts courses in:

- ★ UN/NATO Logistics
- ★ UN/NATO Movement Planning
- ★ UN Joint Mission Analysis Centre work
- ★ UN Joint Operation Centre work
- ★ UN Field Crises Management work

## DENMARK

Aalborg Barracks conducts courses in:

- ★ Military Police

Varde Barracks conducts courses in:

- ★ Civilian Military Cooperation
- ★ PSYOPS

## FINLAND

FINCENT conducts courses in:

- ★ UN Military Experts on Mission (Observers, LNO, advisor)
- ★ UN Protection of Civilians

## SWEDEN

SWEDINT conducts courses in:

- ★ UN Staff training for both military and civilian students
- ★ Military planning methodology
- ★ DDR planning methodology
- ★ Lessons Learned methodology
- ★ UN tactical training
- ★ Protection of children in armed conflict

NCGM conducts courses in:

- ★ Gender perspective in military operations







## SWEDISH ARMED FORCES INTERNATIONAL CENTRE (SWEDINT)

SWEDINT is the Swedish Armed Forces' international training centre, a leading competence centre for integrated education and training, offering a substantial number of comprehensive courses every year. The courses focus on staff officer training for national and international staff for international missions. Annually, close to 1500 students attend either the centre's regular courses or the Mobile Education and Training Team (METT) courses held in various parts of the world.

Co-located with SWEDINT in Kungsängen outside Stockholm, the Nordic Centre for Gender in Military Operations (NCGM) is an entity created by the Nordic Defence Cooperation (NORDEFCO). Since 2013, NCGM has been the NATO Department Head for Gender, and as such translates NATO's operational requirements into its education solutions.

Swedish experience of peace support operations started in the Middle East as early as 1948 and the first Swedish battalion under the UN flag was deployed in 1956 in Gaza, followed by UN Mission ONUC 1960 in Congo. Cooperation on peace support operations has often been carried out with a regional approach. The Nordic Defence Cooperation's collaboration on international courses also includes sharing instructors and co-conducting courses.

The emphasis on integration between all actors involved in an international operation is based on the fact that modern conflicts require a comprehensive approach to have any chance of being successful in establishing a sustainable peace. SWEDINT conducts staff training and education for military, police, correction and civilian personnel through more than 50 international courses in support of international missions and Peace Support Operations led by the UN, NATO, EU, AU or other regional organisations. SWEDINT is well known as an institution educating staff for multinational military operations and is also established as a Partnership Training and Education Centre (PTEC) within the NATO sphere.

Partnership is important for Sweden and SWEDINT, which having been a NATO Partnership Training and Education Centre (PTEC) since 1999, was awarded NATO Quality Assurance Unconditional Accreditation in January 2014 for the highest quality NATO education and training. Since 2009, SWEDINT has provided courses in close cooperation with NATO School, Oberammergau (NATO Comprehensive Operations Planning Course), and in support of SACT (NATO Lessons Learned Staff Officer Course).

Website: [www.mil.no/swedint](http://www.mil.no/swedint)

## Civil Military Relations Course (CMR)

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### Aim

To provide participants with an awareness and understanding of the need for civilian, military and police officers to develop terms for cooperation and coordination in Peace Support Operations (PSO) led by the UN, the EU and NATO. The course relies heavily on interaction between the participants from the different sectors (civil, military and police) during classroom exercises. Upon completion of the course, participants will understand the mechanisms of a PSO.

### Performance/Learning Objectives

- ★ Analyse the general characteristics of the civil, military and police elements during a PSO.
- ★ Analyse the applications of the Comprehensive Approach (CA) through syndicate work on civil-military relations.
- ★ Outline the conclusions of this analysis in the form of a presentation, which is to be given in plenum at the end of the course.
- ★ Analyse the term local ownership and its implications for the various actors in a PSO.
- ★ Explain the differences between the political and humanitarian aspects of a PSO.
- ★ Explain the role of the host nation in a PSO.

### References

Civil-Military Relations in Complex Emergencies, IASC, 2004. Guidelines on the Use of Military and Civil Defence Assets to Support UN. Humanitarian Activities in Complex Emergencies, MCDA guidelines, OCHA, Rev.1, 2006. Integrated Assessment and Planning Handbook. UN Civil-Military Coordination Officer Field Handbook, OCHA, 2008.

### Target Audience

To be eligible to attend the course, nominees must be either:

- ★ Civilian, military or police personnel either already deployed, or deploying to a PSO, or,
- ★ Personnel from these sectors interested in security policy in general, or in the effect of cooperation and coordination in complex emergencies.

### Course duration

Twelve days

### Course cost

SEK 12 000, which will cover meals, accommodation and all course related social arrangements.

### Additional information

Participants will be assessed during plenary and syndicate work. The course language is English.

## Disarmament, Demobilisation and Reintegration Course (DDR)

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### Aim

The DDR Planning course enables the participants to effectively take part in the planning and preparation phase of a present or future DDR program. The course program is based on the United Nations Integrated Disarmament, Demobilization and Reintegration Standards (IDDRS), as well as practitioners' best practices. The course is not intended as an introduction to DDR but rather as a continuation of existing introductory courses.

### Performance/Learning Objectives

- ★ Given a scenario for a specific UN mission, implement the DDR concept in an integrated, gender-responsive DDR programme that responds to the needs of ex-combatants, families and receiving communities.
- ★ Given the reference documents, assess a new DDR program according to the DDR concept.
- ★ Given a UN Security Council Mandate and a Concept of Operations (CONOPS) for a mission, estimate human, logistical and financial operational requirements for a DDR program.

### References

Integrated Disarmament, Demobilisation and Reintegration Standards (IDDRS). Operational Guide to DDR.

### Target Audience

Military and civilian personnel working in, or deploying to DDR missions and programs. This will include DDR planning officers, military and police officers, staff of national DDR commissions or relevant ministries, NGOs and civil society organizations. Previous experience of and basic knowledge on DDR is mandatory for admission to the course. Rank level: Major (OF3) – Colonel (OF5), or equivalent police/civilian level.

### Course duration

Five days

### Course cost

SEK 6 000, which will cover meals, accommodation and all course related social arrangements.

### Additional information

This course will be conducted through a combination of presentations, videos, syndicate discussions and scenario exercises. Facilitators will present and discuss with the participants. Syndicate groups will solve scenario-based problems and present solutions to the plenary. The syndicates will be mixed in order to prepare the students for the work in an integrated UN-mission. The course language is English.

## International Police Officer Course for EU and UN Missions (IPOC)

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### Aim

The purpose of the course is to prepare the participant for a role as an international police peacekeeper in a peacekeeping operation or equivalent so they can work effectively with the outlined objectives according to a United Nations Security Council Resolutions mandate/European Union Joint action or OSCE action plan.

This is a generic preparatory training with the wider perspective of international peace and security in relation to policing, and specifically, how you in your role and task as a competent police peace-keeper can support reformation of the local police in a fragile state and/or a state in a post-conflict environment.

The course is directed by the Swedish Police, National Operations Department and conducted in cooperation with SWEDINT.

### Performance/Learning Objectives

After the course the student will be able to:

- ★ Describe vital characteristics and requirements of a police adviser as well as considerations he/she need to make when supporting capacity building of hoststate police agencies in line with principles of democratic policing.
- ★ Explain why the outlined conduct and discipline are seen as essential elements for the UN mission to be successful in the host country.

### References

UN Police handbook, DPKO/Police Divisions. UN Peacekeeping Operation, Principles and Guidelines. Bayley H David, Changing the Guard. OSCE Guidebook on Democratic Policing, 2nd edition. Swedish Police, Making Mosaic - A story about picking up pieces.

### Target Audience

Police officers in preparation for service in a peace support operation or equivalent.

### Course duration

Twelve days

### Course cost

SEK 12 000, which will cover meals, accommodation and all course related social arrangements.

### Additional information

A written assessment will be conducted in the end of the course. If the participant fails the assessment a reassessment will be given either written or verbal. The course language is English.

## NATO Lessons Learned Staff Officer Course (NATO LLSOC)

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### Aim

The overall purpose of NATO LL SOC is to enable Lessons Learned Staff Officers to manage and execute an organisational LL process using NATO LL related processes, training, tools and information sharing. Participants will also have the opportunity to impart knowledge on organisational learning, observation collection, and basic analysis techniques as well as on endorsing, resourcing, tasking and implementing Lessons Identified.

### Performance/Learning Objectives

Upon completion of the course the participants should be able to:

- ★ Explain the basics of knowledge management and organisational Learning.
- ★ Explain the role of LL, innovation theory and the use of scenarios within the LL capability.
- ★ Explain the NATO LL capability with emphasis on the LL process and supporting elements.
- ★ Apply the NATO LL process using the principles, examples, tools, techniques and applications of the NATO LL capabilities.
- ★ Describe the LL Capability Support Elements across DOTMLPF-I.

### References

NATO Lessons Learned Policy, 01 September 2011. Bi-SC Directive 80-6, Lessons Learned, 10 July 2013. Joint Analysis Handbook, 4th edition, February 2016. NATO LL Handbook, 3rd edition, February 2016.

### Target Audience

To be eligible to attend the course, participants must be personnel posted to NATO LL appointments in NATO Commands or be personnel from NATO member or partner nations.

### Course duration

Five days

### Course cost

SEK 2 300, which will cover meals, accommodation and all course related social arrangements.

### Additional information

The participants are required to take part in all seminars, lectures and syndicate work. Students actively participating in all aspects of the course will be recognized as "Successfully completed". For further information and application, please contact NATO Joint Analysis & Lesson Learned Centre (JALLC). <http://www.jallc.nato.int>  
The course language is English.

## NATO/Partnership Multinational Tactical Planning Course (MTPC)

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### Aim

The purpose of the course is to familiarize and prepare nationally trained staff officers from NATO and Partnership countries with NATO planning procedures. The course will enable participants to work as a planner within, or in collaboration with a NATO led multinational headquarters at tactical level and apply the Operations Planning Process (OPP) based on the NATO standard for Tactical Planning For Land Forces (APP-28).

### Performance/Learning Objectives

Upon completion of the course the students should be able to:

- ★ Explain the nature of modern conflicts.
- ★ Explain brigade organization, capabilities and basic tactics.
- ★ Apply the Operations Planning Process (OPP) based on the NATO standard for Tactical Planning for Land Forces. (APP-28).

### References

NATO APP-28

### Target Audience

Military staff officers (OF 2-4) who hold or are to be appointed to positions in HQs at the tactical level. Warrant Officers, Civilian officer equivalents and representatives from IOs/NGOs are also eligible for nomination.

### Course duration

Twelve days

### Course cost

SEK 12 000, which will cover meals, accommodation and all course related social arrangements.

### Additional information

Student learning will be assessed in order to measure progress during the course and to ensure that the student reaches the specified learning objectives. The assessment will focus on the student's ability to understand theory and apply acquired knowledge during the course. Students who pass the Course Director's evaluation board will achieve the grade "Successfully completed". The course language is English.

## United Nations Civilian Staff Officers Course (UNCIVSOC)

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### Aim

The overall aim of the UNCIVSOC is to prepare civilian staff officers for a posting to a UN led peace support operation (PSO). The course provides insights into how a modern UN mission is constructed, and the ways in which it coordinates its actions with humanitarian and development agencies in an area affected by conflict. The course aims to develop the participants' understanding of what the multidimensional and integrated concepts mean in order to be able to effectively contribute to the UN operational programs.

The course is based on the UN Department of Peacekeeping and Department of Field Support (DPKO/DFS) policy documents, training modules and directives.

### Performance/Learning Objectives

On completion of the course, participants will be able to:

- ★ Analyse a conflict scenario using the UN civil affairs analysis method.
- ★ Explain how a modern multidimensional integrated UN field mission is organized.
- ★ Explain the civilian, military and police components' roles and functions in a multidimensional integrated UN field mission.
- ★ Explain the UN country teams' function and how they integrate into a multidimensional integrated UN field mission.
- ★ Explain how a UN field Mission implements a mandate given by the United Nations Security Council (UNSC).

### References

Integrated Assessment and Planning Handbook. UN DPKO/DFS Civil Affairs Handbook. Civil-Military Relations in Complex Emergencies, IASC.

### Target Audience

The target training audience is civilian staff officers in active service in their national administration or in active service in ongoing UN, AU, EU or NATO field missions. Representatives of international governmental or non-governmental organisations and military and police officers rank level OF3-OF 5 or equivalent are also welcome to apply.

### Course duration

Twelve days

### Course cost

SEK 12 000, which will cover meals, accommodation and all course related social arrangements.

### Additional information

Blended learning; presentations, videos syndicate-discussions and exercises.

The course language is English.

## United Nations Training of Trainers on Child Protection Course (UNCPC)

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### Aim

The Child Protection course will enable the participants to implement the training material given to them in pre-deployment training at their unit. The participants should furthermore be able to explain the roles and responsibilities of military, police and civilian actors involved in child protection work. The course will also prepare individual participants for assignments relating to Child Protection in UN missions.

DPKO regards Child Protection training as mandatory prior to deployment to a UN mission.

### Performance/Learning Objectives

- ★ Given the UN STM on Child Protection, explain why Child Protection has become a priority for UN peacekeeping and how the failure to protect children can affect the credibility of the mission and the UN.
- ★ Given the relevant documents, list the range of protection actors that operate alongside peacekeeping operations to other UN peacekeepers.
- ★ Given the relevant documents, explain the six grave violations against children in conflict, to others involved in Child protection.
- ★ Given the relevant information, describe the range of threats facing children and the role of peacekeepers in protecting children from those threats.

### References

UN CPTM Child Protection. Convention on the Rights of the Child, 29 May 2013: CRC/C/GC/14. Optional Protocol to the Convention on the Rights of the Child and on the involvement of Child in armed conflict, 25 May 2000.

### Target Audience

Trainers at Peacekeeping centres or civilian and military personnel deployed or planned to be deployed to a UN mission.

### Course duration

Five days

### Course cost

SEK 6 000, which will cover meals, accommodation and all course related social arrangements.

### Additional information

The syndicates will be mixed in order to prepare the students for work in an integrated UN-mission. The course language is English.

## United Nations Staff Officer Course (UNSOC)

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### Aim

The aim of UNSOC is to support the pre-deployment training efforts of Troop Contributing Countries (TCC) by using United Nations Department of Peace Keeping Operations (UNDPKO) training standards to ensure participants can take a common military approach when working at force and sector levels on UNPKOs.

### Performance/Learning Objectives

The course aims to prepare staff officers for duties during PKOs, using UN Staff Officers Special Training Material (SO STM). It also aims to enable staff officers to work in a mission environment and understand how force and sector HQs work.

On completion of the course, participants will be able to:

- ★ Apply the Military Component Planning Process (MCPP) in a UN force or sector HQ under normal operating conditions to produce the documents required of a staff officer.
- ★ Use the relevant documents and materials, to explain in their own words the need for cooperation between the military, civil organisations or actors and the police in the mission area.
- ★ Use the relevant documents and materials, to identify the planning requirements for the preparation of plans for military operations to contribute to protection of civilians.

### References

Core Pre-deployment training materials (CPTM). UN SO STM module 1-8. Protection of civilians: Implementing guidelines for military components of UN Peacekeeping Missions.

### Target Audience

The UNSOC is designed for military personnel selected by UN Member States to be deployed as military staff officers in a UNPKO from ranks OF 2-5. Military staff officers are required to have completed their national basic military staff training course.

### Course duration

Nineteen days

### Course cost

SEK 18 000, which will cover meals, accommodation and all course related social arrangements.

### Additional information

The course is designed for a minimum of 24 and a maximum of 48 participants. The course language is English.

## United Nations Prison and Probation Officer Course (UNPriPOC)

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### Aim

The purpose of UNPriPOC is to prepare correction personnel for service within a UN led or mandated Peacekeeping Operation (PKO). The course will teach basic knowledge on the UN system as well as the complexities involved in strengthening national correctional institutions in post-conflict environments. Additionally, the personnel will receive basic security awareness, practical experience in radio communication and other hands-on skills for use in the field.

### Performance/Learning Objectives

After completed course the students will be able to:

- ★ Explain the basic principles of UN Peacekeeping Operations.
- ★ Explain the role of corrections in a PKO and the concept of supporting peace and security through the Rule of Law and good governance.
- ★ Apply International Human Rights Standards, Humanitarian Law and relevant International Conventions in conjunction with own technical expertise.
- ★ Communicate verbally using radio in a field environment according to basic voice procedure and the NATO phonetic alphabet.

### References

UN Peacekeeping Pre-deployment Training Standards for Corrections Officers. United Nations Peacekeeping Operations: Principles and Guidelines (“Capstone doctrine”).

### Target Audience

The primary target audience is correction personnel planned, or pre-cleared for secondment to a PKO. All participants need therefore to be in active employed by a prison service or other relevant governmental agency. In addition, they need to be formally nominated by the agencies.

### Course duration

Twelve days

### Course cost

By invitation only, at no cost for participants including meals, accommodation and all course related social arrangements.

### Additional information

Blended learning; orientations, lectures, exercises and use of Virtual Reality Exercise (VRX).

The course language is English.

## United Nations Tactical Course (UNTAC)

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### Aim

The purpose of the course is to prepare non-commissioned officers (NCOs) warrant officers and officers, for general infantry duties on a UN led or mandated Peace Support Operation (PSO) at squad, platoon or company level. The course provides general information on the UN with a focus on peacekeeping (PK) principles, tactics and techniques. This course also provides the opportunity to work with participants from other nationalities. All lectures and exercises are conducted in English.

### Performance/Learning Objectives

On completion of the course, participants will be able to:

- ★ Explain the three interrelated principles of UN PKOs.
- ★ Explain the differences between Chapter VI & VII in the context of mandated UNSC PSOs .
- ★ Explain a UN infantry battalions’ eight primary tasks, based on key references.

Further learning objectives are based on what participants would be required to be able to do in a controlled daylight environment, as a member of a multinational infantry unit engaged in a generic UN PKO. These include:

- ★ Conducting the duties of a squad leader including, establishing and operating checkpoints, patrolling and carrying out observation post tasks.
- ★ Being able to identify and react to violations of human rights and international humanitarian law, particularly acts of sexual violence and those that violate child protection laws aimed.
- ★ Being able to interact and liaise with civilians and combatants while complying with UN integrity and conduct guidelines for a range of purposes.

### References

UN Infantry Battalion Manual Vol. I & II (2012). Basic Facts about the UN (2014).

### Target Audience

The primary target audience is NCOs, warrant officers and officers (OR 6-9, OF 1-3).

### Course duration

Twelve days

### Course cost

SEK 12 000, which will cover meals, accommodation and all course related social arrangements.

### Additional information

Please contact your HQ and/or national POC for further information. The course language is English.







## NORDIC CENTRE FOR GENDER IN MILITARY OPERATIONS (NCGM)

NCGM is a knowledge hub on gender in military operations, guided by a steering committee and hosted by SWEDINT in Sweden. NCGM strives to enable actors to apply a gender perspective to every situation in order to increase operational effectiveness.

Having a gender perspective is to be able to detect when men, women, boys and girls are being affected differently by a situation or an operation because of their gender. Applying a gender perspective in planning, execution and evaluation of military operations and activities ensures that we focus on how to best protect all civilians, especially vulnerable groups in specific situations.

Since its establishment in 2012, NCGM has provided international training courses to a wide audience from senior military leadership to Gender Focal Points for troops from all regions of the world. Most courses are conducted in

Sweden but audience-tailored training can also be provided through Mobile Education and Training Teams. NCGM gathers and publishes lessons learned and best practices, participates in international conferences and seminars and has built a global network and pool of experts on gender in military operations. NCGM collaborates closely with the Nordic countries, NATO, UN the EU, other IOs, NGOs and military training centres globally.

Since February 2013, the Nordic Centre for Gender in Military Operations (NCGM) has acted as NATO Department Head for Gender. In this capacity, NCGM translates NATO's strategic and operational requirements into an education and training program and offers support to NATO Nations and Partners with subject matter expertise.

Website: [www.mil.se/ncgm](http://www.mil.se/ncgm)

## Commanding Officers Seminar on Gender (COMSEM)

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### Aim

The seminar focuses on how a Commanding Officer, Chief of Staff or Branch Head can integrate a gender perspective into military operations on an operational and tactical level. The seminar provides the participants with a background on frameworks and guidelines regulating gender in military operations. The seminar also provides practical examples of how Gender Advisor and Gender Focal Point functions can assist the Commander when planning and conducting operations. The seminar highlights how an integrated gender perspective can increase the operational effect and contribute to fulfilling the mission's objectives.

### Performance/Learning Objectives

On completion of the seminar, participants will be able to integrate a gender perspective into military operations on an operational and tactical level as Commanding Officer, Chief of Staff or Branch Head (J level) in the area of operations by using assistance provided by a gender advisor and/or gender focal point.

### References

UNSCR 1325 and related resolutions on Women, Peace and Security. NATO/EAPC Policy for the Implementation of UNSCR 1325 on Women Peace and Security and related resolutions. NATO/EAPC Action plan for the Implementation of UNSCR 1325 on Women, Peace and Security and related resolutions. NATO BI-SC Directive 40-1.

### Target Audience

The seminar is intended for participants about to deploy or become appointed as Commanding Officers, Chiefs of Staff or Branch Heads at J level (rank OF 4-6) or in an equivalent civilian position.

### Course duration

Three days

### Course cost

SEK 3 000, which will cover meals and accommodation.

### Additional information

The seminar is designed for a maximum of 20 participants and is certified NATO Approved by the Joint Force Trainer Allied Command Transformation. The seminar language is English. ETOC no: GEN-GO-51545.

## Gender Adviser Course (GENAD)

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### Aim

The Gender Adviser course aims to enable personnel to perform successfully as a Gender Adviser in a peacetime HQ as well as in crisis establishments at strategic and operational levels. The course provides the students with a background to frameworks and guidelines regulating gender in military operations. It also aims to help them develop the skills and competence required to act in an advisory role in national and international contexts.

### Performance/Learning Objectives

On completion of the course, students will be able to:

- ★ Provide advice to commanders and staff on integrating a gender perspective in planning, execution and evaluation of NATO's core tasks.
- ★ Provide advice on how to integrate international frameworks and guidelines on gender in military processes, procedures and products.
- ★ Establish relationships and liaise with all elements of the staff as well as with relevant external actors.
- ★ Analyse the different security risks for men and women in a gender analysis.
- ★ Assess the risks and occurrence of conflict related sexual, and gender based violence (CRSGBV) and recommend courses of action.

### References

UNSCR 1325 and related resolutions on Women, Peace and Security. NATO/EAPC Policy for the Implementation of UNSCR 1325 on Women Peace and Security and related resolutions. NATO BI-SC Directive 40-1 Integrating UNSCR 1325. ACO Gender Functional Planning Guide.

### Target Audience

The Gender Advisor Course is intended for personnel deploying as strategic and operational level Gender Advisors (PE, CE positions at NATO, UN, EU and Nations). The course aims at rank level OF 3-5 or civilian equivalents.

### Course duration

Twelve days

### Course cost

SEK 12 000, which will cover meals, accommodation and all course related social arrangements.

### Additional information

The course is designed for a maximum of 28 participants and is certified NATO Approved by the Joint Force Trainer Allied Command Transformation. Participants have to deliver pre-study assignments amounting to a week of studies prior to the course start. The course language is English.

## Gender Training of Trainers Course (GToT)

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### Aim

The course enables trainers to successfully plan, conduct and evaluate education, training and exercises with an integrated gender perspective within their own functional area of expertise. The course provides the students with a background to frameworks and guidelines regulating gender in military operations and provides participants with practical examples of best practice when teaching gender in the military.

### Performance/Learning Objectives

On completion of the course, students will be able to:

- ★ Apply international frameworks and guidelines on gender perspectives in their own training activities.
- ★ Plan courses, training and exercises using an applied gender perspective for the security sector, including pre-deployment, in theatre, and national training.
- ★ Conduct courses, training and exercises with an applied gender perspective for the security sector, including pre-deployment, in theatre, and national training.
- ★ Evaluate courses, training and exercises with an applied gender perspective for the security sector, including pre-deployment, in theatre, and national training.

### References

UNSCR 1325 and related resolutions on Women, Peace and Security. National Action Plans and Gender Action Plans. NATO BI-SC Directives 40-1 & 75-7. NATO Education and training plan for Gender in Military Operations.

### Target Audience

The GToT Course is designed for active trainers, instructors and teachers from military units and officers from defense or security structures, or civilian equivalents. The target training audience is OF1-OF4, OR5-OR9 or civilian equivalent.

### Course duration

Ten days

### Course cost

SEK 12 000, which will cover meals, accommodation and all course related social arrangements.

### Additional information

The course is designed for a maximum of 24 participants and is certified NATO Approved by the Joint Force Trainer Allied Command Transformation. The course language is English. ETOC no: GEN-GO-31543.

## Key Leader Seminar on Gender (KLS)

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### Aim

The Key Leader seminar focuses on how to implement gender perspectives in military operations and the ways in which doing so contributes to the achievement of overall political, military strategic and operational objectives. The seminar aims to increase key leaders' knowledge of how to integrate gender perspectives into operational planning, execution and evaluation at strategic and operational level. It also focuses on how to argue in favour of integrating gender perspectives at political, and military strategic levels.

### Performance/Learning Objectives

On completion of the seminar, participants will be able to:

- ★ Apply a gender perspective as an operational tool and force multiplier.
- ★ Enable subordinated staff and units to integrate a gender perspective into military operations.
- ★ Promote a gender integrated comprehensive approach when cooperating with external actors.

### References

UNSCR 1325 and related resolutions on Women, Peace and Security. NATO/EAPC Policy for the Implementation of UNSCR 1325 on Women Peace and Security and related resolutions. NATO/EAPC Action plan for the Implementation of UNSCR 1325 on Women, Peace and Security and related resolutions. NATO BI-SC Directive 40-1. EU, AU, OSCE - Action Plans.

### Target Audience

The seminar is designed for Flag Officers (OF 6-9), Key Leaders (senior leaders or senior NCOs), Ambassadors or senior Civilian Representatives.

### Course duration

Two days

### Course cost

Dinner and lunch are provided. Participants are required to pay their own travel and accommodation expenses.

### Additional information

The seminar is designed for a maximum of 15 participants and is certified NATO Approved by the Joint Force Trainer Allied Command Transformation. The course language is English. ETOC no: GEN-GO-31544.



The main aim and purpose of the Nordic Defence Cooperation (NORDEF CO) is to strengthen the participating nations' national defence, explore common synergies and facilitate efficient common solutions.

[www.nordefco.org](http://www.nordefco.org)

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