Institute for European Intelligence and Security

EU SURVEILLANCE & RECONNAISSANCE COURSE (EUSRC)

SYLLABUS & CURRICULUM

Head of Training & Directing Staff
Institute for European Intelligence & Security
Training & Directing Staff
Vienna
AUSTRIA

EU SURVEILLANCE & RECONNAISSANCE COURSE (EUSRC)

1.   This document outlines the core content and scope of training offered by the Institute for European Intelligence and Security on the aforementioned course, together with any other relevant information not included elsewhere.

Aim

2.   This handbook aims to provide the following types of information:

      a. Specific Institute education and training doctrine relating to the course.
      b. Training and readiness exercises associated with the course.
      c. Supplementary and optional training offered as a part of the course.
      d. Any other pertinent information not presented elsewhere.

Glossary

3.   The list that follows is an exhaustive list of abbreviations used throughout this document:

IEIS	Institute for European Intelligence & Security
EU	European Union
EUIOC	EU Intelligence Operations Course
EUIAC	EU Intelligence Analysis Course
EUIMC	EU Intelligence Management Course
EUHEC	EU Hostile Environment Course
EUSRC	EU Surveillance & Reconnaissance Course
ECIM	European Criminal Intelligence Model
ICF	Integrated Competency Framework
MCPE	Multiple Choice Practical Examination
EQF	European Qualification Framework
TSCM	Technical Surveillance Countermeasures
CTR	Close Target Reconnaissance
OP	Observation Post
SV	Surveillance
SCM	Surveillance Countermeasures

Introduction

4.   Welcome to the EUSRC. The course provides candidates with the skills and knowledge required to conduct surveillance and reconnaissance duties within an international intelligence environment over an intensive residential programme coupled with preparatory e-learning. The entire development experience is focused on developing surveillance operators capable of functioning within international intelligence environments.

5.   The course adopts small teaching groups to personalise the learning experience. The self-directed learning approach with evaluation and development through experiential learning places a heavy burden on participants. The course is goal-oriented in line with contemporary adult-learning principles and develops useful, applicable and fundamental operational skills in an intensive but respectful environment.

6.   Throughout the course participants will be required to complete individual and group assignments, working effectively in isolation and learning to leverage the knowledge and resources of an entire team to engage complex scenarios.

7.   The directing staff set the conditions for learning, provide a safe environment, deliver rich content and facilitate learning by discovery, all whilst ensuring secrecy and security measures are adhered to.

8.   It is the desired outcome of the programme for graduates to positively impact their organisations and the world at large through the application of new and enhanced individual and collective capabilities. Their skills and knowledge should serve them in developing understanding and supporting operations planning to ensure the security of Europe and its interests across the globe.

9.   **Admissions.** The course applies additional pre-requisite criteria beyond that required for admission to Institute courses in general. Candidates are reminded that those who have not studied with the Intelligence Academy before must complete the *Intelligence Foundations* selection and induction course. Also, candidates using the Institute to obtain a security clearance for the first time must also complete the *Intelligence Security* awareness course. Candidates who have already successfully completed either of these online will not be asked to re-take them.

10.   Candidates must also have existing training and professional experience in:

   • *Intelligence* on the operations, analysis or command track equivalent to participation in the Institute's EUIOC, EUIAC, EUIMC or similar programmes; and
   • *Hostile environments* equivalent to participation in the Institute's EUHEC or similar programmes.

11.   **Security Vetting.** The course has a number of additional enhanced security requirements, amongst which is that all candidates fulfil the minimum requirements for a RESTRICTED level security clearance or higher. The Institute can initiate the vetting process for candidates who lack a recognised clearance or the means to acquire one. However, such vetting can take up to 6 months to complete and has resulted in additional expenses in some cases.

Academic Profile

12.   The course was originally authored by the course director (see below) as a product of an IEIS consortium research project conducted in 2015 into contemporary covert capability modelling throughout Europe and a leading European surveillance training provider with an established record in cross-sector innovation.

13.   **Course Director.** [Redacted 20190808 for UNCLASSIFIED digital release

                                                                                                                    ]

14.   **Professional Mentor.** [Redacted 20190808 for UNCLASSIFIED digital release

                                                                                                                    ]

15.   **Office Hours.** On-duty hours are considered to be 0900-1700. Staff can be contacted out of hours by e-mail or approached after lectures, seminars and workshops.

Course Description

16.   The course enables officials to perform surveillance and reconnaissance in complex environments with the vocational competencies required by the intelligence profession throughout Europe. The programme combines residential and independent study modes in a single blended learning approach.

17.   Foundation and advanced technical and physical surveillance courses are combined with specialist reconnaissance, covert entry and search programmes as prescribed by international and regional curriculum, enabling candidates to function as efficient and effective surveillance operators.

18.   Learning is focused on progressive and technical surveillance, reconnaissance, defensive tactics, covert infiltration and exfiltration techniques. The course draws particular focus to regional and international standards, security and policy.

19.   **Dress Code.** Casual attire consistent with the operational environment is the usual dress code for operators. Dress on the course would be expected to be consistent.

Learning Objectives

20.   The course is designed to produce surveillance operators who can:

21.   **LO 01: Employ Surveillance Concepts.** An understanding of the role and function of the surveillance operator and of surveillance itself in an intelligence environment is essential to applying surveillance methodology such as the stages of surveillance, surveillance triggers, cover plans, exposure and more.

22.   **LO 02: Plan & Prepare Operations.** An operator must be able to plan reconnaissance, surveillance and surveillance detection operations in various environments and conduct pre- and post-deployment operational briefings and debriefings.

23.   **LO 03: Progressive Surveillance.** Effective surveillance involves progression from static OPs to foot and mobile surveillance applying stakeout, follow, handover, housing, pick up and other tactics and techniques. Operators are expected to conduct extended day and night operations in urban and rural environments and develop contingency plans and compromise procedures for both units and operators.

24.   **LO 04: Deploy Technical Surveillance.** Operators are expected to develop, deploy and operate improvised and manufactured covert technical surveillance devices for audio and video capture, location tracking, multispectral and other forms of covert collection. Operators must also maintain technical surveillance equipment in the field, utilise technical operational support and penetrate communications networks and computer systems.

25.   **LO 05: Detect Surveillance.** An understanding of surveillance threats and activity is required to identify possible sources of surveillance and deploy appropriate countermeasures such as TSCM, anti-surveillance and counter-surveillance.

26.   **LO 06: Use Surveillance Equipment.** Surveillance photography using simple concealable and overt capture devices with optics, employing video and audio capture from static and mobile positions and using surveillance radio procedure over a covert secure network are just a few of the technical skills operators require. Common and specialised technical surveillance equipment is routinely deployed in operations.

27.   **LO 07: Conduct Reconnaissance.** Surveillance teams conduct zone, area, route and CTR in various environments, employing cover, camouflage, concealment, infiltration, exfiltration and tactical movement techniques throughout an area of operations. Hides are constructed/deconstructed, cover teams used and surveillance countermeasures deployed with a variety of other tactics in support of intelligence operations.

28.   **LO 08: Enter & Search Covertly.** Operators develop covert entry and operational plans, lock/security reconnaissance and recognition and security vulnerability assessments for exploitation and bypass. Locks are picked, stripped and decoded, keys impressioned, cut and copied. Covert searches of persons, vehicles and premises are also made in urban and rural contexts using different techniques for each.

Course Structure

29.   The course is delivered in three main phases; skill development, consolidation and assessment. Lectures, workshops and independent study aims to develop skills and knowledge, during which a variety of delivery methods are used to engage the participants from different perspectives. This learning is then consolidated and applied with exercise. Finally, the examination assesses individual knowledge retained by candidates.

30.   The course is delivered flexibly by employing workshops and exercises as well as traditional lectures alongside e-learning. Communal activities are encouraged to develop team cohesion and networking opportunities with support from the Institute's offices in Vienna. Coaching and mentoring forms an integral part of course delivery with career advice in the security sector available from recognised experts, assistance with course content and sustained aftercare after the course ends.

31.   **Preparatory Distance-Learning.** This element develops the fundamental theory behind surveillance and reconnaissance operations with the exception of sensitive material delivered through virtual events over a separate secure platform. The e-learning element includes lectures on surveillance concepts and methodology, safety and security, surveillance planning, briefing and debriefing, contingency and compromise, radio procedure, surveillance threats/awareness, orientation and route/direction finding and surveillance vehicles. Candidates will not be admitted to the residential course without having achieved a passing grade on the preparatory element.

32.   The following online events are scheduled for delivery prior to the residential course. Each session is approximately 90mins in duration. These lectures mainly focus on urban and rural surveillance tradecraft, navigation, observation and technical surveillance.

- Induction & Tactical Terrain Analysis.
- Static Surveillance.
- Foot Surveillance.
- Mobile & Progressive Surveillance.
- Technical Surveillance & TSCM.
- Firearms Deployments.
- Rural Surveillance Methodology & Tactics.
- Observation Posts.
- Surveillance Detection I.
- Surveillance Detection II.
- Surveillance Detection III.
- Physical & Electronic Bypass.
- Operational Planning.
- Covert Search.
- Improvised Surveillance Devices.
- Disguise, Props & Operational Support.
- Technical Cover & Concealment.
- Computer Network Operations.
- Covert Operations Command (Optional)

33.   At the discretion of the directing staff, some or all of these lectures may be delivered during or before the residential component as "break away" training. Such training will always be by hybrid delivery to ensure the same offering to all participants.

34.   The residential course begins on the third Monday in August each year and runs for 5 continuous days. Typical hours are 0900 - 1700, although participants often work extended hours in order to complete assessments and exercises. Residential school places are subject to availability and a minimum representation but further details will be provided in sufficient time for candidates to make arrangements for attendance.

35.   After registration and induction in the morning of the first day, instruction and drill in surveillance and surveillance detection takes place, followed by covert methods of entry, weapons/equipment and night drill. The second day consists of weapon and equipment familiarisation, field trauma drill, agent training and more night drill in a non-permissive environment. Exercise THUNDERBOLT begins on the third day and continues until the debrief, feedback and close.

Day	Time	Activity	Location
Monday	0900 - 0930	Induction & Registration	Conference Room
	0930 - 1030	Physical Bypass	Conference Room
	1030 - 1100	Break	Cafeteria
	1100 - 1230	Electronic Bypass	Conference Room
	1230 - 1330	Lunch	Mess Hall / Dining Area
	1330 - 1530	Weapon Acquisition & Maint.	Conference Room
	1500 - 1530	Break / Travel[1]	Transport
	1530+	Permissive SV/SCM Drill	Field Area
Tuesday	0900 - 1030	Weapon/Equip. Familiarisation	Conference Room
	1030 - 1100	Break / Travel[1]	Transport
	1100 - 1230	Blast & Ballistic Drill	Field Area
	1230 - 1330	Lunch / Travel[1]	Transport / Field Area
	1330 - 1530	Agent SV/SCM Training	Conference Room
	1530 - 1600	Break / Travel[1]	Transport
	1600+	Non-Permissive SV/SCM Drill	Field Area
Wednesday	0900 - 1000	Exercise Briefing	Conference Room
	1000 - 1030	Group / Role Assignments	Conference Room
	1030 - 1100	Break	Cafeteria
	1100 - 1230	Planning & Preparation	Conference Room
	1230 - 1330	Lunch	Mess Hall / Dining Area
	1330 - 2359	Ex. THUNDERBOLT[2]	Field Area
Thursday	0000 - 2359	Ex. THUNDERBOLT[2]	Field Area
Friday	0000 - 1030	Ex. THUNDERBOLT[2]	Field Area
	1030 - 1100	Break	Cafeteria
	1100 - 1230	Exercise De-briefing	Conference Room
	1230 - 1330	Lunch	Mess Hall / Dining Area
	1330 - 1500	Feedback & Consultation	Conference Room
	1500 - 1530	Break	Cafeteria
	1530 - 1700	Final & Close	Conference Room

36.   The course adopts approximately a 3:1 theory to practice ratio in favour of theory. However, the Institute utilises immersive scenario-based learning techniques requiring participants to solve realistic problems by leveraging the skills developed throughout the programme.

---

[1] Travel to and from field areas will be arranged by the directing staff and all delegates will be returned from the field area under escort.

[2] During the exercise stand-easy and sustenance will be at the participant's discretion. The exercise will unfold in real time, regardless of participation.

37. Throughout exercise scenarios, candidates will be expected to act in the role of covert operatives within intelligence organisations. Efforts have been made to distribute an even allocation of time to all competencies measured within exercises.

Assessment

38. Periodically, throughout the course, participants will be asked to complete individual and group assignments. Participants will be expected to assess complex situations and problem sets and deploy surveillance tactics to counter contemporary threats to European security.

39. All assessments are designed to measure vocational competency according to the ICF for operations - Surveillance Operative (domain 7). Learning objectives are also tied to the same competency-based model.

40. The ICF is derived from meta-studies the Institute conducts into the intelligence profession at a European and vocational level. The professional standards and guidelines communicated in course content are also derived from the same research.

41. Assessment may be by any valid and accredited competency assessment meeting course requirements. However, competency is most commonly evidenced with a passing grade in the following assessments:

    • A *portfolio* of practical work delivered remotely via the e-learning platform.
    • Mentor (approved assessor) *reviews* conducted throughout the residential school, demonstrating the application of theory in practice across the relevant domain of the competency framework.
    • A score of greater than 49% on the relevant section of the *MCPE* or an equivalently balanced examination of similar content.

42. **Professional Practice.** The assessment of professional practice by professional mentors is evidence-based and conducted using direct observation throughout the residential programme. The professional mentor is required to log observations evidencing participant competency across the ICF. Mentors are required to actively engage with participants (assigning additional tasks where required) in order to observe competency in instances where it has not been observed passively. Throughout the residential course professional practice is planned by the professional mentor and integrated into the course framework, therefore participants are limited in their freedom to plan their own professional practice.

Awards

43. After passing the required assessments and accruing 6 credits at approximately 60 guided learning hours, participants become eligible for the EQF Level 3 Award in EU Surveillance Operations.

Institute for
European
Intelligence and
Security

IEIS Vienna
Directing Staff
██████████████
████████

Vienna
AUSTRIA

IEIS Network: H/TDS
Mobile: ████████████
E-Mail: h.tds@ieis.eu

HQ IEIS
H TDS

Our reference: IEIS/0311/20231023/2

Copy to - see Annex B

30 October 2023

Dear Sir/Madam,

EX. THUNDERBOLT, VIENNA / DUBLIN

1.   As you are aware you will be participating in Ex. THUNDERBOLT in Vienna or Dublin. You will be joining a select group of professionals from throughout Europe in a highly demanding programme spanning a week. Training will be demanding and will test you both physically and mentally. However, it is important that you attend throughout the exercise and all accompanying training which may begin early and extend late into the night.

2.   You are required to make your own accommodation and dining arrangements. However, the venue is central, located near to many dining facilities. You will only be permitted to make telephone calls home outside of designated lecture and exercise times. You will be treated as professionals and as such the highest standards of behaviour will be expected of you in return. Those who fail to comply with security policy, academic or professional codes of conduct risk disqualification.

3.   You will require the following equipment for training and exercises:

   a. Funds for recreation and stand easy.
   b. Formal but comfortable clothing.
   c. Outdoor weatherproof clothing and rucksack.
   d. Pens, pencils and erasers.

4.   If there are any questions, please do not hesitate to contact me on the above number.

Yours Sincerely,

[Redacted 20231030 for UNCLASSIFIED digital release

]

PARTICIPANT INFORMATION GUIDANCE

1.   Thank you for registering for Ex. THUNDERBOLT. Below you will find important information you will need in order to get the most out of your exercise. The exercise is a capability assessment with an accompanying vocational training course planned for one week in August.

2.   **Training Rules.** Attendees will be expected to adopt "operating cover" whilst on the course, meaning that deception and misdirection will be a constant theme throughout the programme. However, unsanctioned deception could be disruptive and therefore grounds for dismissal from the course. As it is often difficult to manage this dichotomy in intelligence training, remember that the following regulations govern all activity during the programme:

   a. Real-world actions take priority over cover or simulated actions.
   b. Participants will comply with all known intelligence and security procedures unless otherwise directed by the directing staff.
   c. The use of covert tactics must be authorised by a member of the directing staff to be considered legitimate.
   d. The independent and unsupervised "practice" of covert tactics by candidates is strictly forbidden and grounds for instant dismissal from the programme.
   e. Participants are expected to act in a professional manner at all times.

Joining Instructions

3.   All participants should follow certain guidelines before, during and after the programme in order to ensure a safe and effective practicing environment.

4.   **Before the exercise.** If you gain any knowledge of the assessment material before the exercise, notify the directing staff so that appropriate actions can be taken. Prior to enrolment candidates may also be required to complete additional paperwork, including signing non-disclosure agreements, hazardous environment waivers and security contracts.

5.   **During the exercise.** All participants should observe the following directions:

   a. Not all required information will be provided by the directing staff. You will be expected to gather information through existing open and closed sources.
   b. Do not engage in personal conversations with the support staff, observers or media personnel unless permitted to do so. If you are asked a question, give a short, concise answer. If you are busy and cannot immediately respond, indicate that, but report back with an answer as soon as possible.
   c. If you do not understand the scope of any task or if you are uncertain about an aspect of your or another's participation, ask the directing staff.
   d. Parts of a scenario during exercises and assessments may seem implausible. Recognise that simulations have objectives to satisfy and may require the incorporation of unrealistic aspects. Every effort has been made to balance realism with safety and to create and effective learning environment.
   e. Participants and directing staff may halt an activity at any point by saying aloud "Stop. Stop. All stop!" It is the responsibility of all concerned to halt any activity if they believe a safety issue exists.
   f. Unless otherwise stated, it is not required to announce what you are doing while undertaking actions or to maintain a log of activities as you conduct them.
   g. Be aware of your surroundings and others close to you, there is an inherent risk in security training and you have a duty of care to yourself, your colleagues and the public.
   h. Unless otherwise stated, follow directing staff directions precisely and without hesitation, they are there for your welfare and safety.

6.   **After the exercise.** Destroy any notes or materials generated. If you wish to retain materials for future reference you must ask permission from the directing staff. Under no circumstances is it permissible to reproduce or disseminate materials further.

7.   Should you find you have any misplaced belongings, please contact ▉▉▉▉▉▉ (h.tds@ieis.eu). The director will attempt to trace lost property as soon as possible. If your item has been found, the Institute will arrange for its return.

8.   **Simulations.** Because simulations are of limited duration and scope, certain details will be artificial. The physical description of what would fully occur at a site or in a surrounding area may be relayed to participants during an exercise or assessment. The directing staff may also simulate the roles and interactions of other organisations or individuals. Unless otherwise directed, participants should respond to all exercise events as if they were real and in accordance with specific guidance provided prior to the simulation.

9.   **Optional events.** On the last Friday evening of the exercise, those who have elected to undertake Optional Training Assessments (OTA) may be given the opportunity to attend an evening lecture and complete any necessary night exercises.

10.   There are no other events planned during the programme. However, if this changes, plans will be announced during the course.

11.   **Requirements.** As security requirements are higher for clandestine courses, it is usual for candidates to be asked to identify themselves and present evidence that they meet the criteria for attendance before being permitted to proceed to the residential phase. Candidates who cannot present such evidence may be asked to leave and attend a later iteration when they have the necessary documentation. Therefore, it is strongly advised that candidates bring the following to enrolment if they have not already been asked to present it:

      • Their highest educational qualification.
      • A basic intelligence training certificate.
      • Passport or other identity document.
      • Proof of European citizenship, residency or professional affiliation.
      • Security clearance certificate, advanced background check or equivalent.
      • A full curriculum vitae with supporting character, academic and professional references.
      • If not a native/fluent English speaker, a recent qualification demonstrating an IELTS of 7.5 or equivalent.

12.   There are no additional pre-requisites to training beyond that mentioned in this and the accompanying texts. All other supplies will be provided or requested of participants with sufficient notice and at negligible cost. However, candidates who are unsure of what they should bring should clarify their case with the directing staff prior to attendance.

13.   **Updates.** For further updates on exercise material, consult the following documentation:

      • Intelligence Academy, *Ex. THUNDERBOLT Player Handbook* (Vienna: IEIS, 2024).
      • IEIS, *Candidate Handbook* (Vienna: IEIS, 2015).
      • IEIS, Institute for European Intelligence and Security (IEIS), https://academy.ieis.eu/.

14.   **Electronic and physical certification.** After the exercise has concluded, verification of attendance will be uploaded to their record, allowing them to sit the final exam. Graduating candidates will be provided with electronic verification of their qualifications and a physical certificate.

15.   **Registration and Sessions**. The residential course will begin at 0900 in the conference room. If you arrive once registration has closed, please contact the directing staff. Plenary and break-out sessions will take place in communal areas. Candidates will be briefed on field areas prior to use, when not in use field areas are strictly out-of-bounds. Coffee breaks and lunch will be served in the cafeteria or at a venue of the candidate's choosing.

16.   **Contact Numbers**. The directing staff may be contacted at ███████████████. However, during your exercise, the following telephone numbers may also be helpful:

Vienna   Dublin

Emergency (Police)   133   Emergency (All)   999
Emergency (Fire)   122   Non-Emergency (All)   112
Emergency (Ambulance)   144
European Emergency Number   112

17.   **Aftercare**. As with all quality products and services, support does not end after the service is delivered. After your course has concluded you can expect continued support in several ways including but not limited to:

•   **Professional references**: Training courses contain a significant element of vocational practice. As such trainers feel confident in professionally recommending trainees to potential employers or other third parties. References are available upon request.
•   **Updated certification**: As courses evolve and are updated, your training will not become defunct. As a graduate of an approved course your digital and (at your request) your physical certification will be updated over time.
•   **On-going support**: For a short period after training concludes trainees will receive professional support through career advice and coaching. However, all trainees will remain a part of the IEIS network and receive regular updates and benefits for professional developmental.