



## **EU SURVEILLANCE & RECONNAISSANCE COURSE (EUSRC)**

### **SYLLABUS & CURRICULUM**

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**CONTACT DETAILS:** The head of training and directing staff can be reached over the intelligence network at H/TDS, by e-mail at [h.tds@ieis.eu](mailto:h.tds@ieis.eu) with further details being disseminated over the public website at [www.ieis.eu](http://www.ieis.eu). Candidates are reminded not to send sensitive information by e-mail.

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### 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
EUI MC	EU Intelligence Management Course
EUHEC	EU Hostile Environment Course
EUSRC	EU Surveillance & Reconnaissance Course
ECIM	European Criminal Intelligence Model
ICF	Integrated Competency Framework
EQF	European Qualification Framework
TSCM	Technical Surveillance Countermeasures
CTR	Close Target Reconnaissance
OP	Observation Post
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 two week residential programme. 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.

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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 must 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.
10. **Security Vetting.** The course has a number of additional enhanced security requirements, amongst which is that all candidates fulfill the minimum requirements for a RESTRICTED level security clearance or higher. For candidates who lack a recognised clearance or the means to acquire one, the Institute can conduct the vetting process. Institute vetting can cost the student an additional €500 and take up to 6 months to complete.

### Academic Profile

11. 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 modeling throughout Europe and a leading European surveillance training provider with an established record in cross-sector innovation.
12. **Course Director.** [Redacted 20190808 for UNCLASSIFIED digital release ]
13. **Professional Mentor.** [Redacted 20190808 for UNCLASSIFIED digital release ]
14. **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

15. 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.
16. 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.

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17. Student 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.
18. **Combined Delivery.** The programme is delivered by two providers, an external specialist provides the first week of training whilst the Institute provides the second week. This results in two qualifications being awarded for a single programme of study.
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

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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 and workshops aim to develop skills and knowledge. This learning is then consolidated and applied with exercises. A variety of delivery methods are used to engage the participants from different perspectives. 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. Communal activities are encouraged to develop team cohesion and networking opportunities with travel passes and visits to historically significant sites in the area available 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. The residential course begins on the first Monday in September each year and runs for 10 days over 2 consecutive weeks. Typical hours are 0900 - 1700, although participants often work extended hours in order to complete assessments and exercises. Applications take approximately 4 weeks to process. However, security vetting may take up to 6 months to complete for applicants who lack a current security clearance.

32. **Day 1: Induction & Security.** After registration and induction in the morning of the first day, lectures on the surveillance and security take place.

0900 - 0930	Induction & Registration	Conference Room
0930 - 1030	Surveillance Concepts	Conference Room
1030 - 1100	Break	Cafeteria
1100 - 1230	Surveillance Operators	Conference Room
1230 - 1330	Lunch	Mess Hall / Dining Area
1330 - 1500	Surveillance Methodology	Conference Room
1500 - 1530	Break	Cafeteria
1530 - 1700	Safety & Security	Conference Room

33. **Day 2: Tactical Planning.** The second day introduces candidates to planning processes, briefing and debriefing techniques.

0900 - 1030	Surveillance & Recon. Planning	Conference Room
1030 - 1100	Break	Cafeteria
1100 - 1230	Surveillance Detection Planning	Conference Room
1230 - 1330	Lunch	Mess Hall / Dining Area
1330 - 1500	Briefing & Debriefing	Conference Room
1500 - 1530	Break	Cafeteria
1530 - 1700	Contingency & Compromise Procedure	Conference Room

34. **Day 3: Static & Foot Follow.** Day three covers the main applications of static and foot surveillance.

0900 - 1030	Static Surveillance	Conference Room
1030 - 1100	Break	Cafeteria
1100 - 1230	Foot Surveillance	Conference Room
1230 - 1330	Lunch	Mess Hall / Dining Area
1330 - 1500	Radio Procedure	Conference Room
1500 - 1530	Break	Cafeteria

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1530 - 1700                      Observation Posts                      Conference Room

35.     **Day 4: Mobile Surveillance.** On the fourth day candidates are introduced to mobile surveillance together with technical and firearms support to covert operations.

0900 - 1030	Mobile Surveillance	Conference Room
1030 - 1100	Break	Cafeteria
1100 - 1230	Surveillance Vehicles	Car Park
1230 - 1330	Lunch	Mess Hall / Dining Area
1330 - 1500	Technical Support	Conference Room
1500 - 1530	Break	Cafeteria
1530 - 1700	Firearms Deployments	Conference Room

36.     **Day 5: Technical Surveillance.** Day five introduces technical surveillance devices, operations and support.

0900 - 1030	Improvised Surveillance Devices	Conference Room
1030 - 1100	Break	Cafeteria
1100 - 1230	Disguise, Props & Operational Support	Conference Room
1230 - 1330	Lunch	Mess Hall / Dining Area
1330 - 1500	Technical Cover & Concealments	Conference Room
1500 - 1530	Break	Cafeteria
1530 - 1700	Computer Network Operations	Conference Room

37.     **Day 6: Reconnaissance Techniques.** The sixth day covers field reconnaissance methodology, tactics and techniques.

0900 - 1030	Orientation, Route & Direction Finding	Conference Room
1030 - 1100	Break	Cafeteria
1100 - 1230	Terrain Analysis & Tactics	Conference Room
1230 - 1330	Lunch	Mess Hall / Dining Area
1330 - 1500	Rural Surveillance Methodology	Conference Room
1500 - 1530	Break	Cafeteria
1530 - 1700	Rural Surveillance Tactics	Conference Room

38.     **Day 7: Surveillance Countermeasures.** The seventh day focuses on surveillance countermeasures within an intelligence context.

0900 - 1030	Surveillance Threats & Awareness	Conference Room
1030 - 1100	Break	Cafeteria
1100 - 1230	Technical Surveillance & TSCM	Conference Room
1230 - 1330	Lunch	Mess Hall / Dining Area
1330 - 1500	Anti- & Counter-Surveillance	Conference Room
1500 - 1530	Break	Cafeteria
1530 - 1700	SCM Detection Tactics	Conference Room

39.     **Day 8: Covert Entry & Search.** Day eight covers security bypass, covert entry and search.

0900 - 1030	Physical Security	Conference Room
1030 - 1100	Break	Cafeteria
1100 - 1230	Electronic Security	Conference Room
1230 - 1330	Lunch	Mess Hall / Dining Area
1330 - 1500	Operational Planning	Conference Room
1500 - 1530	Break	Cafeteria
1530 - 1700	Covert Search	Conference Room

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40. **Day 9: Ex. COMPASS.** Day nine begins a two day exercise consolidating learning throughout the course.

0900 - 1700	Ex. COMPASS	Field Area
	<i>During the exercise coffee breaks and lunch hours will be at the students discretion. The exercise will continue and events will unfold in real time regardless of student attendance.</i>	

41. **Day 10: Ex. COMPASS.** Day ten concludes the exercise with a period of debrief and reflection followed by an examination.

0900 - 1500	Ex. COMPASS	Field Area
1500 - 1600	Debrief & Feedback	Conference Room
1600 - 1630	Break	Cafeteria
1630 - 1700	Examination	Conference Room

42. 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.
43. Throughout exercise scenarios, candidates will be expected to act in the role of surveillance operators within intelligence organisations. Efforts have been made to distribute an even allocation of time to all competencies measured within exercises.

### Assessment

44. 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.
45. 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.
46. The ICF is derived from action research 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.
47. In order to pass the course a participant will be expected to achieve a passing grade in each of the following assignments:
- **Observation.** An average passing grade in mentor reviews conducted throughout the course, demonstrating the application of theory in practice across the competency framework.
  - **Final Exercise.** A passing grade on the practical assessment on the last two days, demonstrating the application of theory in practice across the competency framework.
  - **Final Exam.** A passing grade in the final multiple choice examination on the last day, covering any remaining competencies not assessed elsewhere.
48. **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

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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

49. The course delivers a dual-award, one from an external service provider and the second from the Institute. The IEIS award is the EQF Level 3 Award in EU Surveillance Operations awarded after successfully accruing 6 credits at approximately 60 guided learning hours. The external provider's award varies depending upon the supplier.







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Our reference: IEIS/0311/20190905/5

Copy to - see Annex B

5 September 2019

Dear Sir/Madam,

**EU SURVEILLANCE & RECONNAISSANCE COURSE, LONDON**

1. As you are aware you will be joining the EU Surveillance & Reconnaissance Course in London on the first Monday in September. You will be joining a select group of professionals from throughout Europe in a highly demanding programme spanning 2 weeks culminating in graduation at the end of the second week.
2. Training will be demanding and will test you both physically and mentally. However, it is important that you attend throughout the training, beginning at 0900 hours on Mondays and often extending late into the night.
3. You are required to make your own accommodation and dining arrangements. However, the venue is central, located near to many dining facilities in London. You will be permitted to make telephone calls home at any point outside of designated lecture and exercise times. Training will be conducted under strict security conditions and from your arrival you will be assessed against your ability to adhere to security protocols and instructions. The highest standards of behaviour will be expected of trainees. Students who fail to comply with academic and professional codes of conduct risk disqualification.
4. 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.
5. If there are any questions, please do not hesitate to contact me on the above number.

Yours Sincerely,

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### PARTICIPANT INFORMATION GUIDANCE

1. Thank you for registering for the EU Surveillance & Reconnaissance Course (EUSRC). Below you will find important information you will need in order to get the most out of your course. The EUSRC is a vocational training course planned for 2 weeks in September in London.
2. **Training Rules.** Students 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 course:
  - 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 outside class 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 course in order to ensure a safe and effective practicing environment.
4. **Before the course.** If you gain any knowledge of the assessment material before the course, 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 course.** 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 an 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.

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6. **After the course.** 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. **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.
8. **Optional events.** On the second Monday, Tuesday, Wednesday or Thursday evening of the course, those who have elected to undertake the Optional Training Assessment (OTA) in Covert Operations Command will attend an evening lecture and then complete a night exercise.
9. There are no other events planned during the programme. However, if this changes, plans will be announced during the course.
10. **Requirements.** As security requirements are higher for clandestine courses, it is usual for candidates to be asked to present evidence that they meet the criteria for attendance before being permitted to proceed to the residential course. Candidates who cannot present such evidence may be asked to leave the course and attend a later iteration when they have the necessary documentation. Therefore it is strongly advised that candidates bring the following to enrollment:
  - Their highest educational qualification.
  - A basic intelligence training certificate.
  - A hostile environment 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.
11. 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.
12. **Updates.** For further updates on course material, consult the website entry at:
  - <https://ieis.eu/expanded-development/eu-surveillance-reconnaissance/>
13. **Electronic and physical certification.** After the course has concluded, graduating students will be provided with electronic verification of their qualifications and a physical certificate.
14. **Registration and Sessions.** The 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 student's choosing.
15. **Contact Numbers.** During your course, the following telephone numbers may be helpful:

Directing Staff	████████████████████
Emergency (All)	999
Non-Emergency (All)	112

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16. **After Your Course.** Should you find you have any misplaced belongings, please contact [REDACTED] (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.
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.

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