



**European Security and Defence College  
National College of Home Affairs (Romania)**

**Invitation to the  
Pre-deployment Training for CSDP Missions and Operations  
*Brussels, 3<sup>rd</sup> to 7<sup>th</sup> February 2025***

The National College of Home Affairs Romania (CNAI) and the European Security and Defence College (ESDC) are jointly organizing a Pre-deployment Training for CSDP Missions and Operations (PDT) from Monday, 3<sup>rd</sup> to Friday, 7<sup>th</sup> of February 2025 in Brussels.

The PDT is exclusively aimed at personnel already recruited for deployment to a CSDP mission/operation. Depending on availability of places, the course is open to candidates in Member States working on CSDP missions or operations matters.

According to the "EU Policy on Training for CSDP" appropriate training is a mandatory prerequisite prior to deployment to ensure that personnel are adequately prepared so that they can integrate into mission life and be operational as soon as possible upon deployment.

The PDT course enhances participants overall understanding of CSDP missions' functioning principles, provides an insight into the latest policies, instruments and tools available to fulfil the mandate, depicts the mission environment and provides a sense of common EU identity and purpose. The PDT provides as well a unique opportunity to meet your respective mission/operation Points of Contact (PoCs), to network with deploying colleagues and to get a feel of Brussels Headquarters.

Please note that the PDT complements national preparatory generic and specific training activities. It provides participants with the latest relevant information, instruments and policies to enable them to contribute effectively to the implementation of the mission mandate. It does not substitute national preparatory training, which remains in the hands of respective Member State, as clearly indicated in the 'EU Policy on Training for CSDP'.

Furthermore, the PDT prepares future mission staff to derive maximum benefit from the induction training organised by the mission/operation upon arrival in the field so that newcomers can integrate into the new working environment as quickly as possible. The induction training completes the training cycle.

The ESDC is committed to an inclusive, gender-sensitive and discrimination-free environment. We do not and will not discriminate on the basis of race, colour, religion, gender, gender expression, age, national origin, disability, marital status, or sexual orientation in any of our activities. Only in an inclusive environment can all people, and therefore the ESDC and its partners, realise their true potential. Thus, we particularly encourage those applicants who are likely to be underrepresented to apply.

We therefore take great pleasure in inviting you to nominate participants for this course, which is an excellent opportunity to gain a deeper understanding of the CSDP and to be better prepared for the upcoming assignment in our different CSDP missions and operations. Yours faithfully,

**Cătălin ANDRUȘ (Course Director) Police  
Quaestor, Prof. PhD  
DIRECTOR of the NATIONAL  
COLLEGE OF HOME AFFAIRS**

**Fergal O'REGAN  
ACTING HEAD of the EUROPEAN  
SECURITY AND DEFENCE  
COLLEGE**

**Annexes:**

- Administrative information
- Course aim and Learning Outcomes
- Applicant Personal Profile Form (attached)

## **Annex 1: Administrative Information**

- **Target Audience:** the course is open to civilian, military and police personnel from EU Member States and from CSDP missions/operations. The course is open also to those third countries who are seconding personnel to CSDP missions.
- **How to apply:** applications are to be filed via the ESDC secure internet system ENLIST, by designated nominators, under <https://esdc.europa.eu/enlist/login>, no later than **20<sup>th</sup> January 2025**. A list with relevant ENLIST nominators can be found on the ESDC website at <https://esdc.europa.eu/nominators/>.  
**Additionally**, registered applicants should also send a *complementary profile form* (Annex 2), via their seconding authorities or CSDP missions to the ESDC Point of Contact, **Laurentiu Giurea** ([laurentiu.giurea@eeas.europa.eu](mailto:laurentiu.giurea@eeas.europa.eu), no later than 20<sup>th</sup> January 2025).
- **Registration:** registration will not be final until confirmed by the ESDC Secretariat. When the participants' list is finalized, the course administration will be in contact with selected participants and provide more detailed information on the course.
- **Late registration:** subject to availability of seats the course is open for late registration, please contact course administration (details below).
- **Seats:** a maximum of 25 participants is envisaged.
- **Location:** the course will be held residentially in **Belmont Building, Rue D’Arlon 62, Brussels**. The location is in close vicinity of the EU institutions. Should the course venue change, the selected participants will be notified not later than two weeks before the beginning of the course.
- **Language:** working language is English, without translation.
- **Cost:** sending authorities will cover all costs for traveling, accommodation and catering.
- **E-learning:** the residential part of the course will be preceded by mandatory e-learning modules that must be finalized before the residential part of the course starts. Detailed information will be shared with selected participants.
- **Attendance:** participants' attendance during the course is mandatory on all days. A certificate will be awarded on the last day to those course participants who have completed the full course, including the mandatory e-Learning modules.
- **Point of contact:**  
**Laurentiu Giurea**  
Training Manager at the ESDC Secretariat [laurentiu.giurea@eeas.europa.eu](mailto:laurentiu.giurea@eeas.europa.eu)
- **Phone:** [+40742100462](tel:+40742100462)

## Annex 2: Course aim and Learning Outcomes

### PRE-DEPLOYMENT TRAINING

<u>Target Audience</u>		<u>Aim</u>
<p>Seconded and international contracted staff who has been selected to be deployed to a CSDP Mission/Operation.</p> <p>This includes staff from non-EU Member States and NATO contributing to CSDP missions and operations.</p>		<p>The Pre-Deployment Training - <i>complemented by the Mission's induction training</i> upon arrival in the field - aims to increase the effectiveness of the mission/operation. PDT is designed to uniform the management culture of the CSDP missions and to ensure that participants are adequately prepared so that they can be integrate into mission life and be operational as soon as possible upon deployment.</p> <p>The course enhances participants' overall understanding of CSDP missions' functioning principles, provide an insight into the latest policies, instruments and tools available to fulfil the mandate, depict the mission environment and provide a sense of common EU identity and purpose.</p>
<b>Learning Outcomes</b>	Knowledge	<ul style="list-style-type: none"> <li><input type="checkbox"/> Identify EU values and symbols</li> <li><input type="checkbox"/> Identify new threats presented in the EU Global Strategy in relation to crisis management and response to security threats</li> <li><input type="checkbox"/> Explain organisational structures and decision-making processes in the EU in relation to CSDP</li> <li><input type="checkbox"/> Explain the role and functions of CPCC and MPCC within CSDP</li> <li><input type="checkbox"/> Describe the concept and list the main actors of the EU-integrated approach to external conflict and crisis</li> <li><input type="checkbox"/> Explain the role of EU delegation and relevant partners on the ground</li> <li><input type="checkbox"/> Explain the principles of local ownership and the concept of sustainability</li> <li><input type="checkbox"/> Describe your mission's mandate – core functions – advisory, mentoring, monitoring tasks and be able to put the mission into a global context and required reporting from missions</li> <li><input type="checkbox"/> Define the WPS-agenda, the YPS-agenda and the concept of Human Rights- and Gender mainstreaming</li> <li><input type="checkbox"/> Recognize that the integration of a gender perspective in Mission activities is the responsibility of all staff</li> <li><input type="checkbox"/> Describe the information flow between HQ and the field as well as the purpose of different types of reports in CSDP missions</li> <li><input type="checkbox"/> Describe the roles and functions of mission support at HQ level and in the field</li> <li><input type="checkbox"/> Explain command and control principles of duty of care</li> <li><input type="checkbox"/> Review the key guidance documents for mission implementation</li> </ul>
	Skills	<ul style="list-style-type: none"> <li><input type="checkbox"/> Apply the main principles of intercultural communication</li> <li><input type="checkbox"/> Apply a gender analysis and youth-sensitive conflict analysis</li> <li><input type="checkbox"/> Apply the basics of mentoring and advising according to the CivOpsCdr guidelines</li> </ul>
	Competences	<ul style="list-style-type: none"> <li><input type="checkbox"/> Analyse and formulate independent and well-informed opinions on why CSDP missions/operations are needed</li> <li><input type="checkbox"/> Perform in an international and multi-cultural working environment</li> <li><input type="checkbox"/> Integrate a gender perspective into all daily tasks and responsibilities</li> <li><input type="checkbox"/> Implement the missions mandate in line with the integrated approach, addressing nexus internal/external security (CSDP, JHA)</li> <li><input type="checkbox"/> Make use of the mission-planning documents (CONOPS, OPLAN, MIP and SOP)</li> <li><input type="checkbox"/> Comply with the safety and security regulations</li> <li><input type="checkbox"/> Perform within a command and control structure and comply with the Standards of behaviour and Code of Conduct and Discipline</li> </ul>



## Annex 3: Applicant Personal Profile Form

### PRE-DEPLOYMENT TRAINING

TO BE COMPLETED ELECTRONICALLY BY THE APPLICANT

#### Information related to future engagement:

Have you been selected to an EU CSDP Mission	Yes:	No:
Mission/Operation		
Function to be taken		
Deployment date		
Applicable Status	Seconded:	Contracted:
Participant/observer in other capacity		

#### Personal Information:

Family Name (s)			
First Name (s)			
Civilian? Please indicate Occupation			
Police? Please indicate rank			
Military? Please indicate rank			
Gender (Male/Female)			
Date of Birth			
Nationality			
ID Card Number:		Expiry date:	
Passport Number:		Expiry date:	
Home/Work Address			
Postal Code + City			
Country			
<b>Telephone (at least one number where we can reach you during the day!)</b>			

Mobile Phone Number:	
E-mail ( <b>compulsory</b> )	@
Emergency Phone Number (ICE)	

**Additional health/personal information:**

Physical Limitations	
Medical Disabilities	
Food Allergies	
Diet Restrictions	

**If travelling by car, kindly indicate the following details:**

Car brand and model	
Colour	
Licence plate number	
Country of registration	

**Higher Education background:**

University or Institution (name/location)	Length of Studies (years)	Diploma or Degree Obtained

**Language Skills (Please Start with Your Native Language)**

Language	Scale (1 = Basic; 2 = Good; 3 = Excellent.)			
	Understood	Spoken	Written	Read

**Current profession / work / function / occupation:**

**Professional background / experience:**

**Former mission experiences and other relevant skills:**

**Professional involvement or expertise on the training subjects:**

**Please explain why you want to attend this PDT course, and what are your expectations (max. 200 words):**

Please send the applicant personal profile form to [laurentiu.giurea@eeas.europa.eu](mailto:laurentiu.giurea@eeas.europa.eu) (CC to [catalin.andrus@cna.ro](mailto:catalin.andrus@cna.ro), [alina.hogas@cna.ro](mailto:alina.hogas@cna.ro) ),  
until 20 January 2025