

EU FACING HYBRID THREATS CHALLENGES COURSE

Vienna, Austria 6-7 June 2024

The Austrian Institute for European and Security Policy (AIES), under the auspices of the European Security and Defence College (ESDC), has the great pleasure to organise and invite you to the **EU Facing Hybrid Threats Challenges** course to take place in Vienna from 6 to 7 June 2024.

In Europe, the amount and intensity of hybrid threats have increased drastically in the most recent past and rose to unprecedented levels. Russia's unprovoked and unjustified war of aggression against Ukraine has unveiled a new dimension of systematically synchronising hybrid attacks and influence campaigns with robust military force. European societies are also directly targeted by various hybrid tactics. In particular with regards to the upcoming 2024 European elections, the security and integrity of democratic institutions and processes must be safeguarded. The motives and political intentions behind the construction and execution of targeted hybrid attacks are closely connected and interlinked, as threat actors (state and non-state alike) aim to disrupt societies and undermine public trust and democratic processes in the EU. Thus, the course will put special emphasis on (1) analysing the most relevant domains and tools of hybrid threats, (2) assessing their security implications based on practical examples, and (3) identifying strategies and measure to countering hybrid threats.

The course is aimed to prepare staff of Member States and EU Institutions as well as of relevant Agencies in the fields of military, diplomacy, civilian administration and police, to effectively take positions on security policies, strategies, as well as missions and operations at mid/senior staff level but also on capabilities development matters. The course consists of an e-learning part, and an interactive in-person session (two days) taking place in Vienna, Austria, both parts being compulsory.

The ESDC is committed to an inclusive, gender-sensitive and anti-discriminatory environment. Only in an inclusive environment can all people, and therefore the ESDC and its partners, reach their true potential. We therefore particularly encourage applicants who are likely to be under-represented to apply.

We look forward to your nominations of suitable candidates for this training activity dedicated to the **EU facing Hybrid Threats Challenges**. Please find below the administrative instructions and a draft programme.



Michael Zinkanell
AIES Director and Course Director



Fergal O'Regan
Acting Head of the European Security
and Defence College (ESDC)

EU FACING HYBRID THREATS CHALLENGES COURSE (Activity Number 23-24/40/2)

Vienna 6-7 June 2024

Administrative Instructions

- **Target Group:** The course is open to both civilian, diplomat, police and military personnel. Participants would be preferable mid to senior level staff from Member States and relevant EU bodies, including CSDP missions and operations. Participants are expected to have at least some basic knowledge on CSDP.
- **Seats and nominations:** for quality purposes, the total number of participants is limited to **35 persons**. Typically, one seat per Member State will be allocated. However, depending on the total number of requests, one additional seat could be allocated. EU Member States, EU bodies including CSDP missions and operations are invited to nominate each a **maximum of two (2) participants**.
- **Applications:** Applications from the EU Member States, EU bodies and CSDP missions and operations are to be filed via the ESDC secure internet system ENLIST, by designated nominators, under <https://esdc.europa.eu/enlist/login> **no later than 6 May 2024**. A list with relevant ENLIST nominators can be retrieved from the ESDC website at <https://esdc.europa.eu/nominators/>. Registration will not be final until confirmed by the ESDC Secretariat AND upon completion of the requested personal data in ENLIST by the confirmed participants.
- **Inclusivity:** The ESDC strives for a **gender-sensitive and inclusive environment** in all its courses, activities and day-to-day work. Only in an inclusive environment can all people, and therefore the ESDC and its partners, reach their true potential. 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 or operations. The ESDC and the training institutions will not tolerate any conduct that violates these values.
- **Language:** The course language will be English without interpretation.
- **Attendance:** The participant's attendance during the course is **mandatory on both days**. A **certificate** will be awarded on the last day to those course participants who have completed the **full course, including the e-Learning modules**.
- **E-Learning:** The course will be preceded by a mandatory **eLearning** module (set to **start from 20 May 2024** on the ESDC eLearning platform **ILIAS**), which needs to be finalised before the residential phase starts. Connection details will be provided in due time to all participants fully registered.
- **Dress code:** dress/jacket and tie or service uniform.

- **Liabilities and Insurance:** in case of medical emergencies, the participant's medical insurance provided by the sending country / organisation must cover the costs. The organiser does not provide health or accident insurances for participants taking part in the event.
- **Costs:** Sending authorities are to cover for travel and accommodation costs (including breakfast) as well as per diems. As usual for ESDC courses, there is no course fee.
- **Venue:** Austria Institute for European and Security Policy (AIES), Tivoligasse 73 (Campushalle), 1120 Vienna, Austria.
- **Hotel:** Hotel rooms located directly at the venue can be booked individually (on a first come first serve basis). For further information, please visit <http://www.springer-schloessl.at/en/> or write an email to hotel@springer-schloessl.at (please mention “**AIES-ESDC Hybrid Threats Course**”) in the email subject when booking a hotel room.
- **Points of contact:** Course Director, Mr Michael ZINKANELL (Michael.Zinkanell@aies.at); Training Manager from the ESDC Secretariat, Mr Moritz HERZBERG (moritz.herzberg@eeas.europa.eu).
- You can consult the **EU Facing Hybrid Threats Challenges** standard curriculum on the ESDC Website at <https://esdc.europa.eu/> (Education and Training/View Curricula).

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(Activity Number 23-24/40/2)

Vienna, 6-7 June 2024

Draft Programme – Version 1

| Day 1: Thursday, 6 June 2024 | |
|-------------------------------------|--|
| 09:30 | Welcome and Introduction to the Course |
| 09:45 | Introduction ESDC |
| 10:00 | Tour de Table – Introducing of the Participants |
| 10:15 | Keynote Presentation |
| 10:45 | Coffee Break |
| 11:00 | Key Domains and Tools of Hybrid Threats |
| 12:30 | Lunch Break |
| 13:30 | The Multidimensional Nature of Hybrid Threats |
| 15:00 | Coffee Break |
| 15:15 | Hybrid Threats in the Context of Disinformation and Cyber |
| 16:45 | General Questions and Organisational Outlook |

| Day 2: Friday, 7 June 2024 | |
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| 09:30 | Welcome and Introduction |
| 09:45 | Hybrid Threats in the Context of Economy and Infrastructure |
| 11:15 | Coffee Break |
| 11:30 | Cascading Effects of Hybrid Threats |
| 12:30 | Lunch Break |
| 13:30 | Countermeasures and Future Outlook |
| 15:00 | Coffee Break |
| 15:15 | Feedback and General Discussion |
| 16:00 | Official End of the Course |