

6 January 2024

## **Invitation to the Pre-deployment Training for CSDP Missions and Operations**

**Brussels, 31 March – 4 April 2025**

*(Activity Number 24-25/33/6)*

The Crisis Management Centre Finland (CMC) and the European Security and Defence College (ESDC) are jointly organising a Pre-deployment Training for CSDP Missions and Operations (PDT) from Monday 31 March to Friday 4 April 2025 in Brussels.

The Pre-Deployment Training (PDT) aims to increase the effectiveness of CSDP missions and operations. It aims at streamlining the CSDP management culture and to ensure that deploying personnel is equipped with the relevant knowledge and skills necessary to become operational as soon as possible in order to contribute to the implementation of the mission mandate.

***The PDT is exclusively aimed for personnel already selected by a CSDP mission/operation. Upon availability of seats, the course is open for 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 the overall understanding of participants about the functioning principles of CSDP missions; 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 a unique opportunity to meet your respective mission/operation Points of Contact (PoCs), to network with deploying colleagues and to get a feel of the Brussels Headquarters.

Please note that the PDT only complements national preparatory generic and specific training activities and does not substitute them.

The ESDC is committed to an inclusive, gender-sensitive and discrimination-free environment. Only in an inclusive environment can all people, and therefore the ESDC

and its partners, realise their true potential. We therefore particularly encourage those applicants who are likely to be underrepresented to apply.

It is a 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.



**Juho Särkilä**  
Director,  
Crisis Management Centre Finland



A handwritten signature in blue ink, appearing to read "F. Ó. Regan".

**Fergal Ó Regan**  
The Acting Head of the  
European Security and Defence College

## Annexes

1. Administrative information
2. Course aim and learning outcomes

## **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 also open to third countries that are seconding personnel to CSDP missions. The PDT is exclusively intended for personnel already selected by a CSDP mission/operation.
- **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 **28 February 2025**. A list with relevant ENLIST nominators can be found on the ESDC website at <https://esdc.europa.eu/nominators/>.
- **Registration:** Registration will not be final until confirmed by the ESDC Secretariat. When the participants' list is finalised, 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 point of contact (details below).
- **Seats:** A maximum of 25 participants is expected.
- **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.
- **Language:** Working language is English, without translation.
- **Cost:** The sending authorities will cover all costs for travelling, accommodation and catering.
- **E-learning:** The residential part of the course will be preceded by mandatory e-learning modules which must be finalised before start of the residential part of the course; detailed information will be shared with selected participants.
- **Attendance:** The participant's 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, ESDC: Ms Jessica GUSSARVIUS**, Training Manager,  
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## Annex 2: Course aim and Learning Outcomes

<p style="text-align: center;"><u>Target Audience</u></p> <p>Seconded and international contracted staff who have 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 style="text-align: center;"><u>Aim</u></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>
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<b>Learning Outcomes</b>	Knowledge	<ul style="list-style-type: none"> <li>· Identify EU values and symbols</li> <li>· Identify new threats presented in the EU Global Strategy in relation to crisis management and response to security threats</li> <li>· Explain organisational structures and decision-making processes in the EU in relation to CSDP</li> <li>· Explain the role and functions of CPCC and MPCC within CSDP</li> <li>· Describe the concept and list the main actors of the EU-integrated approach to external conflict and crisis</li> <li>· Explain the role of EU delegation and relevant partners on the ground</li> <li>· Explain the principles of local ownership and the concept of sustainability</li> <li>· 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>· Define the WPS-agenda, the YPS-agenda and the concept of human rights- and gender mainstreaming</li> <li>· Recognise that the integration of a gender perspective in mission activities is the responsibility of all staff</li> <li>· Describe the information flow between HQ and the field as well as the purpose of different types of reports in CSDP missions</li> <li>· Describe the roles and functions of mission support at HQ level and in the field</li> <li>· Explain command and control principles of duty of care</li> <li>· Review the key guidance documents for mission implementation</li> </ul>
	Skills	<ul style="list-style-type: none"> <li>· Apply the main principles of intercultural communication</li> <li>· Apply a gender analysis and youth-sensitive conflict analysis</li> <li>· Apply the basics of mentoring and advising according to the CivOpsCdr guidelines</li> </ul>

	Competences	<ul style="list-style-type: none"> <li>· Analyse and formulate independent and well-informed opinions on why CSDP missions/operations are needed</li> <li>· Perform in an international and multi-cultural working environment</li> <li>· Integrate a gender perspective into all daily tasks and responsibilities</li> <li>· Implement the missions mandate in line with the integrated approach, addressing nexus internal/external security (CSDP, JHA)</li> <li>· Make use of the mission-planning documents (CONOPS, OPLAN, MIP and SOP)</li> <li>· Comply with the safety and security regulations</li> <li>· Perform within a command and control structure and comply with the Standards of behaviour and Code of Conduct and Discipline</li> </ul>
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