



30 June 2025

INVITATION

HEAT – Hostile Environment Awareness Training

Soave (VR) – Italy, 6-10 October 2025

(Activity Number 25-26/48.a/2)

Dear Applicant,

Fondazione SAFE and the **Italian Stato Maggiore della Difesa (SMD)** have the honour to jointly organise, under the aegis of the **European Security and Defence College (ESDC)**, – Hostile Environment Awareness Training – to be held in Soave (VR) Italy, in a residential format, 6-10 October 2025.

The course contributes to security and situational awareness, reinforces a safety and security consciousness mindset and develops confidence in hostile situations. In addition, it provides guidance on individual and team behaviour, to help deter, detect and react during and after threatening events, thus increasing the overall personal safety and security of participants when serving in hostile environments.

HEAT is designed for police and civilian personnel who are or will be deployed to high-risk environments. Priority will be given to participants already selected for international missions and operations, especially those earmarked to work or already working in CSDP-related posts within Member States, the EEAS crisis management structures and other relevant military / civilian institutions at European or national level.

The ESDC is committed to providing an inclusive, gender-sensitive, and discrimination-free environment. Only in such an inclusive environment can all individuals, including the ESDC and its partners, fulfil their true potential. For this reason, we particularly encourage applicants who are likely to be underrepresented to apply.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Fergal Ó Regan'.

Fergal Ó Regan
Acting Head
European Security and Defence College

A handwritten signature in blue ink, appearing to read 'Federica Genna', above the logo for Fondazione SAFE. The logo includes the text 'SAFE Security and Freedom for Europe P.IVA 02600460394'.

Federica Genna
Course Director
Fondazione SAFE



Annexes

1. Administrative Information

2. Main topics - HEAT



1. Administrative Information

Target group

Priority will be given to participants already selected for international missions and operations, especially those earmarked to work or already working in CSDP-related posts within Member States, the EEAS crisis management structures and other relevant military /civilian institutions at European or national level. We aim to achieve a gender balance, so applications from female candidates are encouraged.

Maximum number of participants: 14

Course language: English

Attendance: Participants' attendance throughout the duration of the course is mandatory. Certificates will only be provided to participants who have completed the course.

Expenses

No registration fee is required for the course. Travel costs to and from Soave, accommodation (including breakfast) and meals must be covered by participants or their sending authorities.

Liability and insurance

In the event of medical emergencies, costs should be covered by the participant's medical insurance provided by the sending country/organisation. The organiser does not provide health or accident insurance for participants.

Arrival and departure

Participants are encouraged to arrive in Soave on Sunday 5 October 2025. The course starts on Monday 6 October 2025 at 08:30 and finishes on Friday 10 October 2025 at 14:00.



Application procedure and requirements

1. Applications shall be submitted via the ESDC secure internet system **ENLIST**, by designated nominators, under <https://esdc.europa.eu/enlist/login>, no later than **Monday 1 September** 2025. A list with ENLIST nominators can be found on the ESDC website at <https://esdc.europa.eu/nominators/>.
2. Please be aware that in addition to nominate via ENLIST, you must submit a completed application form and an up-to-date CV before the deadline. These documents shall be sent to calvarina@safe-europe.eu and in cc. jessica.gussarvius@eeas.europa.eu
3. Without the application form and the CV the application is not considered complete.

Note that before attending the HEAT course, it is mandatory to complete the e-Learning modules on CSDP Missions Safety and Security: Mission-wise and Safe (the links for these courses will be shared with selected participants). The certificates for both e-Learning courses must be downloaded and sent to the course director prior to the beginning of the course.

The selection of participants will be based on applicants' backgrounds, experience and gender and on geographical balance. The selection process remains the sole responsibility of the ESDC and Fondazione SAFE.

Selected participants are asked to submit the following additional documents no later than **Monday 29 September 2025**:

- a recent (issued less than 12 months before the start of the course) medical certificate confirming good health;
- a completed psychological and physical well-being questionnaire.

Points of contact:

- Course Director: **Federica Genna**, federica@safe-europe.eu
- Logistics and administrative support: calvarina@safe-europe.eu
- ESDC Training Manager: **Jessica Gussarvius** jessica.gussarvius@eeas.europa.eu



2. Main topics HEAT

Main topics:

1. Missionwise & SAFE
2. Personal Security Awareness
3. Close Protection Team
4. Basic Navigation
5. Field Communication
6. Field Trip Planning
7. Tactical Field Care
8. Weapons, Explosives and CBRN Awareness
9. Checkpoints
10. Conduct After Capture
11. Civil Unrest
12. Field Exercise