

3 February 2025

## INVITATION

### HEAT - Hostile Environment Awareness Training

*Lisbon (PORTUGAL), 5 - 9 May 2025  
(Activity Number 24-25/48.a/8)*

Under the auspices of the European Security and Defence College (ESDC), the Portuguese *Guarda Nacional Republicana* (GNR) will organise a **Hostile Environment Awareness Training (HEAT)**, from Monday 5 to Friday 9 of May 2025, in Lisbon.

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 **course aims** to contribute in sustaining front of mind security and situational awareness, reinforce a safety and security awareness mind-set, and develop confidence. In addition, to provide guidance on individual and team options to help **deter, detect** and **react** during and after threatening events thus increasing the overall personal safety and security of staff members while serving in Mission.

The training will be carried out in close cooperation with the European Security and Defence College (ESDC), using the approved ESDC Curriculum for the HEAT, which can be found here: <https://esdc.europa.eu/curricula/>.

The ESDC HEAT is preferably aimed for personnel already recruited to be deployed to a CSDP mission or operation. Thus, priority is given to the personnel which is already selected to high-risk CSDP missions and operations. Nevertheless, EU member states official authorities and international organisations are welcome to put forward suitable candidates.


We therefore take great pleasure in inviting you to nominate suitable participants for this course, which is often mandatory prior to deployment, enabling course participants to be better prepared for the upcoming assignment, safety and security challenges, in our different EU CSDP missions and operations.

Yours faithfully,



**João MADALENO (Course Director)**

Head of GNR Training Centre for International  
Missions and Crisis Management (CTAFMI)



**Fergal O'REGAN**

The acting Head of the European Security  
and Defence College

Annexes:

- Administrative Instructions;
- Course Programme;
- Application Form (attached).

## Administrative Information

- **Target Audience:** The course is open to civilian, military and police personnel from EU Member States, EU institutions and agencies, CSDP missions and operations as well as international organisations involved in CSDP context. The course is open also to those third countries who are seconding personnel to CSDP missions. **Priority is given to the personnel which is already selected to high risk CSDP missions and operations.** We aim to strike a gender balance, so applications from female participants are encouraged.
- **Seats:** A maximum number of 16 participants is envisaged.
- **Deadline, how to apply and requirements:** Applications should be sent by their authorities or organization, using the standard registration form (provided in Annex) filled including a paragraph (max. 200 words) about why they wish to attend the course together with an up-to-date CV (*with their profile and expectations*), to [ui.ctafmi@gnr.pt](mailto:ui.ctafmi@gnr.pt), **no later than Thursday, 3 April 2025.**
- **Selection of participants** will be based upon applicant backgrounds, experience, suitability, gender balance and country of origin. The decision on which applications are accepted remains solely with the Portuguese GNR (Training Centre - CTAFMI) and ESDC.
- **Registration:** Registration will not be final until confirmed by the Portuguese GNR. When the participants' list is finalised, the course administration will be in contact with selected participants and provide more detailed information on the course and logistics.
- **Late registration:** Subject to availability of seats the course is open for late registration, please contact course administration.
- **Location (course venue):** The course will be held residentially in our GNR Welfare/Social Services premises nearby Lisbon (southside of the river), at the following address: *Colónia de Férias dos Serviços Sociais da GNR, Avenida Afonso de Albuquerque 197, 2825-450 Costa da Caparica – Portugal.* GPS Coordinates: 38.653257, -9.239072
- **Language:** Working language is English, without translation.
- **Course (Tuition) Fees and Per Diems:** The course does not bear any registration or tuition fee. Per Diems will not be paid by ESDC neither by the Portuguese GNR. Nevertheless, the sending authorities shall cover all costs for travelling, transfers, accommodation and meals.
- **Travel Expenses, Transfers, Accommodation, Meals and Catering:** Costs for travelling to/from Lisbon (Portugal), accommodation, meals (including breakfast), transfers and local transports shall be covered by the participants or by their sending authorities. Course participants should be accommodated at GNR welfare/social facilities nearby Lisbon in Costa da Caparica, Almada, with a **daily cost rate of 50€, breakfast not included.**


Kindly check the overall costs:

- Total **accommodation costs** at our GNR premises for 5 nights: 50€ x 5 nights = **250 € (VAT)**, breakfast not included in this rate.
- **Breakfast, Lunch and Dinner Costs:** **15€** each meal (*lunch or dinner*) and **6€** for each breakfast. Total meals costs for the full course (*5 breakfasts, 5 lunches and 3 dinners*):

**135€.** A networking event (*social dinner*) will be offered on Thursdays (8<sup>th</sup> May 2025) evening.

- **Full accommodation package costs including meals (*breakfast, lunches and dinners*): 385,00€.**
- **Liabilities, medical and life insurance:** In case of medical emergencies or accidents, the costs should be covered directly by the participant's medical, life and risk insurance provided and certified by their sending countries, national authorities or organisations. The organizer does not provide health, life or accident insurance for participants taking part in the event. Participants will attend the course on a voluntary basis and should be aware of the hostile nature, complexity, physical and psychological demands of the various activities, exercises and situations to which they will be subjected.
- **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 (Mission-WISE, SAFE and Code of Conduct).
- **Mandatory e-learning:** Please note that before attending the HEAT course, it is mandatory to complete the online courses on CSDP Missions Safety and Security: Mission-WISE, SAFE and Code of Conduct (CoC) (*links will be provided to the selected participants*). The certificates of both E-Learning lessons should be sent to the Course Director prior to the beginning of the course ([ui.ctafmi@gnr.pt](mailto:ui.ctafmi@gnr.pt)), **no later than Monday 28 April 2025.**
- **Arrival / Departure:** Participants are invited to **arrive in Lisbon, on Sunday 4 May 2025.** Participants who are accommodated at our GNR Welfare/Social premises are supposed to check-in on Sunday, in the afternoon, only after 18:00. The course will start on Monday, 5 May 2025, at 08:00 AM, and will **finish on Friday, 9 May 2025, around 15:30** (at the latest).
- **Diversity and Inclusion:** 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.
- **Points of contact:**
  - **Registration, Logistics and Administrative support:** [ui.ctafmi@gnr.pt](mailto:ui.ctafmi@gnr.pt)  
GNR CTAFMI (Training Centre)
  - **Course Director, Lieutenant Colonel João MADALENO:** [madaleno.jma@gnr.pt](mailto:madaleno.jma@gnr.pt)  
Head of GNR Training Centre for International Missions and Crisis Management
  - **Ms Jessica GUSSARVIUS**  
Training Manager at ESDC Secretariat, [Jessica.GUSSARVIUS@eeas.europa.eu](mailto:Jessica.GUSSARVIUS@eeas.europa.eu)

**HEAT – Course Programme 5 – 9 May 2025**

	Day 1	Day 2	Day 3	Day 4	Day 5
08:00 to 08:50	<b>Course Opening /</b> Distribution of the Personal Protective Equipment	<b>Civil Unrest:</b> Preventive and reactive individual behaviour and conduct/management in case of threats related to gatherings, demonstrations, hostile crowds, riots, looting, mob justice, others	<b>Hostage taking and hostage survival</b> (theoretical)	<b>Weapons, mines, IEDs &amp; UXOs</b> (theoretical – risks awareness, safety procedures, measures and conduct)	<b>FTX - Field Trip Exercise</b> Convoys: navigations through a hostile environment, dealing with diverse scenarios and practical situations
09:00 to 09:50	<b>Personal Security Awareness:</b> (Situational awareness, risk management/profiles and code of conduct)		<b>Stress management and managing with Psycho-trauma</b> (theoretical)		
<b>Coffee Break</b>					
10h10 to 11:00	<b>Personal Security Conduct:</b> Threats awareness, basic conflict management, response mechanisms and conduct under stress and extreme scenarios: ambush, active shooter, violent crimes, carjacking	<b>Basic life support -</b> Tactical Combat Casualty Care (TCCC) (theoretical) Team under attack practice	<b>Field Trip Planning and Convoy Driving:</b> mobile security, movement policy, route planning, modes and means of transport, safety and security procedures. Navigation through a hostile environment	<b>Weapons, Minefields, UXOs &amp; IEDs</b> (field practice & demonstration)	<b>FTX - Field Trip Exercise</b> Convoys: navigations through a hostile environment, dealing with diverse scenarios and practical situations
11:10 to 12:00					
<b>Lunch Break</b>					
13:30 to 14:20	<b>Field Communication and procedures:</b> (VHF and UHF, radio communications principles, configuration and procedures, NATO alphabet and pro-words, satellite phone communication) (theoretical)	<b>Basic life support -</b> Tactical Combat Casualty Care (TCCC) (practice & demonstration)	<b>Checkpoints: legal and illegal (SOPs with/without CPTs, vehicle screenings/searches, conduct under harassment, corruption, aggression, detention)</b>	<b>Hostage taking and hostage Survival</b> (practice and demonstration)	<b>Return of the Personal Protective Equipment</b>
14:30 to 15:20	<b>Field Communication and procedures practice</b>		<b>Close Protection Teams / Local Security Escorts (SOPs, working with CPTs and reaction in case of incidents)</b>		<b>Course analysis and debrief / After Action Review / Closing Remarks</b>
<b>Coffee Break</b>					
15:40 to 16:30	<b>Map reading &amp; basic navigation:</b> map reading and orientation, compass bearings, establish and send MGRS map grid references, route planning and GPS basic operations (theoretical)	<b>Basic life support -</b> Tactical Combat Casualty Care (TCCC) (practice & demonstration)	<b>Four-wheel vehicles capabilities &amp; driving techniques</b> (theoretical and demonstration)	<b>Hostage taking and hostage Survival</b> (practice & demonstration)	<b>Course Evaluation &amp; Official Closing Ceremony</b>  Departure of participants  
16:40 to 17:30	<b>Map reading &amp; basic navigation</b> (field practice & exercise)		<b>Four-wheel driving techniques</b> (field practice)		
17:40 to 18:30					
19:00	<b>DINNER</b>			<b>SOCIAL DINNER</b>	