



Kallelse

Date
2026-03-16

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Security classification

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Your reference

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Our reference

Our previous date

Our previous designation

Mura-Hänninen, Goar goar.mura-
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**INVITATION to apply for the NATO Gender Advisor
Course (online) 21 September – 02 October 2026
conducted by The Nordic Centre for Gender in Military
Operations**

**Reply before
2026-06-12**

1. Course dates & total number of seats

The NATO GENAD 3 will be conducted online between 21 September – 02 October 2026. The number of seats is limited to 28.

2. Background

The Nordic Centre for Gender in Military Operations (NCGM) was established in February 2012 as a joint Nordic Centre located in Sweden. In February 2013 NCGM was appointed as the Department Head (DH) for all NATO education and training within the discipline Gender in Military Operations.

The Gender Advisor (GENAD) course was developed in 2016 and certified as a NATO Approved course in February 2017. The GENAD course was developed in accordance with NATO Global Programming process through a Training Requirement Analysis (TRA) and a Training Need Analyses (TNA) to meet NATO operational requirements. The depth of knowledge for the GENAD course is level 400 and the successful completion of this course qualifies you as a NATO certified GENAD able to deploy or function as GENAD within NATO-led operations.

3. Course purpose

(JHE)

Mailing Address	Visiting Address	Telephone	Fax	E-mail, Internet
Livgardet	Granhammar	+46 10 825 40 00	+46 10 825 40 80	exp-lg@mil.se
SE-196 85 Kungsängen				www.forsvarsmakten.se/livgardet
SWEDEN				



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The purpose of the course is to enable participants to perform successfully as a GENAD in both Peacetime Establishment (PE) and Crisis Establishment (CE) at strategic, operational and tactical levels. The course provides the student with a background of frameworks and guidelines regulating gender in military operations as well as the skills and competence required to act in an advisory role both in a national and international context.

4. Course iterations

GENAD 3: 21 SEP – 02 OCT 2026 (online)

5. Target Audience

Military and civilian personnel appointed or selected for Gender Advisor positions within NCS/NFS, national or multinational HQs at strategic, operational or tactical level:

Essential criteria:

- Officer with rank level OF 3-5 or civilian equivalent and with education minimum at Bachelor level degree (EQF 6).
- ***Language Proficiency 3-2-3-2 in accordance with STANAG 6001***
- Basic computer skills.

Desired criteria:

- Knowledge and experience working in a multinational or national staff or mission.
- Solid experience with NATO Comprehensive Operations Planning Directive (COPD) or national equivalent.

6. Learning objectives

After completion of the GENAD course participants will be able to:



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- Advise leadership and staff on integrating gender perspective in military operations.
- Advise leadership and staff on Conflict Related Sexual Violence (CRSV) and recommend actions.
- Establish liaison and networking with relevant internal and external actors.
- Contribute to the planning, execution and evaluation phases of operations with gender products, analysis, assessments and recommendations.

7. Method

The course is a three-week course, one week of pre-studies and two weeks of course with facilitated lectures, tasks, and syndicate work.

The first week is an individual pre-study week that consists of studying UN and NATO material, completing Advanced Distributed Learning (ADL) courses and a written pre-study assignment to be sent to NCGM. Note that pre-studies (approximately 40 hrs) can be conducted any time after receiving the admission letter.

The two-week course consists of lectures, facilitated discussions, individual and syndicate work presentations. The course will be interactive and every student is expected to take active part in discussions, exercises and syndicate work.

Please NOTE!: During the course off-scheduled time for preparations, handling in assignments etc. is needed.

Fulltime participation is required in order to obtain a course certificate.

8. Pre-requisites

Prior to course start, all admitted students must have completed NATO Advanced Distributed Learning (ADL) Courses: **169 Improving Operational Effectiveness by Integrating Gender Perspective** and **171 Gender Focal Point**. The course certificates for completing the courses must be uploaded on *Moodle*, the Learning Management System (LMS) site. If the student does not provide course certificates for ADL 169 and 171, demonstrating that he or she has completed the courses, he or she cannot successfully complete the GENAD course.



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More detailed instructions for pre-studies will be sent to students who are admitted.

9. References

Reference material will be presented during pre-studies and during the course. This material includes, but is not limited to:

Reading materials before the course – Must read/ compulsory

- ADL 169: Improving Operational Effectiveness by Integrating Gender Perspective
- Bi SC Directive 040-001 *Integrating UNSCR 1325 and Gender Perspective into NATO Command Structure*
- ACO Gender Functional Planning Guide

Reading materials before the course – Optional

- ADL 131: Introduction to the Comprehensive Operations Planning Directive
- (COPD) DCAF Article “Why and how gender is vital to Military Operations”

Reading materials during the course – Must read/ compulsory

- UNSCR 1325
- NATO military guidelines on how to prevent, and respond to Conflict Related Sexual Gender Based Violence
- NATO/EAPC Women, Peace and Security Agenda: Policy, Action Plan and Strategic Agenda
- NCGM Military Gender Analysis Tool



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Reading materials during the course – Optional

- Whose security? Practical Examples of Gender Perspectives
- Gender Makes Sense: A Way to Improve Your Mission
- Addressing a Conflict Related Sexual Violence an Analytical Inventory of Peacekeeping Practice
- NATO Policy for Protection of Civilians
- CEDAW

10. Student assessment

Each student must successfully achieve all Performance Objectives (POs) to pass the course. The students will receive the grade “Successfully completed” or “Participated” pending individual performance. A course certificate will be given at the end of the course. Both formative assessment and summative assessment will be used.

11. Language proficiency

Students must be in command of English as described in NATO standardization agreement (STANAG) 6001¹:

Listening Professional (3), Speaking Functional (2), Reading Professional (3), Writing Functional (2).

¹ STANAG 6001 can be found at www.natobilc.org. SWEDINT acknowledges that this standard may not apply to non-NATO states. It is however a reasonably good way of describing language skills.



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Language testing is a national responsibility. No additional training or translation will be provided.

12. Computer skills

Basic computer skills are necessary as the pre-studies during week one are conducted online. NCGM training and information management relies heavily on our computer information system and online platforms.

13. Security classification

The content of this course is: UNCLASSIFIED

14. NCGM policy on personal data

In order to acquire a seat on a course at NCGM the applicant will be asked to provide personal data. To be able to process course applications, NCGM will handle the personal particulars stated in the application form, and the information will only be used for course related administration.

If admitted, students must **clearly state** to NCGM staff during the residential course if they have any objections to having data in course address lists etc.

15. Administration

a. Student Application

Student applications should be sent to NCGM **NLT 12 JUNE 2026**. The application form / registration form will be found at:

www.mil.se/swedint

The application form, authorized and signed by the national authority/POC, has to be sent to NCGM via e-mail, mail or fax.



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Nominations received later will only be considered, if space is available.

b. Important information to national administrators.:

It is important that this invitation reaches the applicant intended to apply for a seat on the course since it contains information that he/she needs in the application process.

c. Internet access before the course

Prior to joining the course at NCGM students will need access to internet in order to retrieve information that NCGM provides on the web page before the course starts, such as course curriculum, application form etc. For access to course documents and reference material once admitted to the course, an online educational platform will be used.

Moodle is the desired online educational platform used to provide course documents, reference material, and other important information to the students. Sessions in virtual classrooms will be conducted through MS Teams. It is highly recommended that admitted students install the latest version of MS Teams software on their computer. The use of applications on phone or iPad is not recommended since the functionality is limited on those platforms. Instructions on how to use MS Teams will be posted to *Moodle* for students who are admitted.

NCGM will create accounts on *Moodle* for each course participant who is admitted to the course.

d. Point of Contact (POC)

In the application form the student should report a national point of contact (POC). The POC should be the Commander/ Branch that approves the application.



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e. Student selection

If a nation has more students applying than slots available on the course, it is up to the applying nation to prioritize among its nominees. If this is not done, NCGM will select the students it deems most qualified.

If the nation is interested in registering for the course but does not initially have a name of the officer in question a preliminary seat at the course can be requested in order to get the selection process started.

f. Code of Conduct

NCGM places high demands on personal behaviour and respect for others regardless of religion, ethnicity, gender or sexual orientation. The NCGM Code of Conduct is available for all to read on the network/online platform that is used by the students during the course. In case of violations of the code of conduct NCGM reserves the right to dismiss the student from the course with immediate effect.

g. Course fee

The online course is free of charge.

h. Subsidies

Not applicable for online courses.

i. Dress code

Civilian casual/daily uniform

16. CONTACT AND APPLICATION

a. POC

Administration and Logistics



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Course Admin Office

+46 10 82 526 21/22/23/25/27

Swedint@mil.se

Other questions

Course Director

Mura-Hänninen, Goar

Mobile: +46 721566912

E-mail: goar.mura-hanninen@mil.se

b. Application procedure

Please remember that applications must be received **NLT 12 JUNE 2026**.

The application form can be found on the Internet at: www.mil.se/swedint

Click on **Courses and Seminars at NCGM 2026 and how to apply** and then look for Application form under Related Documents. When the application form has been filled in, authorized and signed by the national authority/POC, it should be sent to Swedint@mil.se. (SWEDINT handles the administration of applications for both SWEDINT and NCGM courses).

The course admin office will confirm receipt of the application. Please note that this does not mean that the student has been admitted to the course, it only confirms that the admin office has received the application.

The POC/Student will be notified at the latest 4 weeks before the course begins whether or not the nominated student is admitted to the course. If admitted to the course, the POC/Student will receive a *Letter of Admission*, indicating further details of the course, and information about how to access the online platform(s) used for the course.



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A copy of the Letter of admission will also be sent to the nation's embassy in Sweden as well as to the Swedish Embassy in the applying country.

c. Application address

SWEDINT handles the administration of applications for both SWEDINT and NCGM courses. Send the signed application to:

Email: Swedint@mil.se

Postal address:

LG

SWEDINT & NCGM

Course Admin office

196 85 Kungsängen

SWEDEN

Or using FAX: +46 10 82 526 20



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Kesselmark, Olov

Comdt NCGM

Handlingen är fastställd i Försvarsmaktens elektroniska dokument- och ärendehanteringssystem.



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Distribution list

NCGM Member Nations

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FKO@mil.dk

Finland
SME WG REP inka.venho-kortelainen@mil.fi
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kirjaamo.pe@mil.fi

Finnish Army Command, G7, PO Box 145, FI-50101, MIKKELI, Finland
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Norwegian Defence Personnel Agency, Norway postmottak@mil.no

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SWAF HQ, FST GEN UTB
SWAF HQ, FST STRA FP

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Australia
SME WG REP melissa.page@defence.gov.au



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JWC Lead GFP

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JALLC Lead GFP Ignacio.Fonseca@jallc.nato.int

HQ SACT POC – GMO Discipline kelly.laberee-sampson@nato.int

GENDER POC JSEC christiane.anbuhl@jsec.nato.int

GENAD POC JSEC jsecgenad@jsec.nato.int

WPS Office mbx.womenpeaceandsecurity@hq.nato.int
Watt.Emily@HQ.NATO.INT

SWE NMR to SHAPE nnnswedenshapepnmr@nato.int

SWE PNMR to ACO nnnswedenshapepnmr@nato.int

Partner Nation Liaison Representative

NS HQ

SHAPE PD MIC, SAP Manager Paola.PASINI@nato.int

MARCOM h.hale2@mc.nato.int

LANDCOM

AIRCOM ac.genadmb@ac.nato.int

NAEW Caitlin.DIFFLEY@ac.nato.int

adele.ebbs-brown@naew.nato.int



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NSATU GENAD CIV

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Embassy of Algeria (Sweden)
Embassy of Angola (Sweden)
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Embassy of Armenia (Armenia)
Embassy of Australia (Sweden)
Embassy of Austria (Sweden)
Embassy of Azerbaijan (Sweden)
Embassy of Bangladesh (Sweden)
Embassy of Barbados (UK)
Embassy of Belgium (Sweden)
Embassy of Benin (Denmark)
Embassy of Bhutan (Switzerland)
Embassy of Bolivia (Sweden)
Embassy of Bosnia and Herzegovina (Sweden)
Embassy of Botswana (Sweden)
Embassy of Brazil (Sweden)
Embassy of Bulgaria (Sweden)
Embassy of Burkina Faso (Denmark)
Embassy of Cambodia (UK)
Embassy of Cameroon (UK)



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Embassy of Canada (Sweden)
Embassy of Chile (Sweden)
Embassy of China (Sweden)
Embassy of Colombia (Sweden)
Embassy of the Republic of the Congo (Sweden)
Embassy of the Democratic Republic of Congo (Sweden)

Embassy of Lithuania (Sweden)
Embassy of the Grand Duchy of Luxembourg (Denmark)

Embassy of North Macedonia (Sweden)
Embassy of the Republic of Malawi (UK)
Embassy of Croatia (Sweden)
Embassy of Cyprus (Sweden)
Embassy of the Czech Republic (Sweden)
Embassy of Denmark (Sweden)
Embassy of the Dominican Republic (Sweden)
Embassy of Ecuador (Sweden)
Embassy of Egypt (Sweden)
Embassy of El Salvador (Sweden)
Embassy of Eritrea (Sweden)
Embassy of Estonia (Sweden)
Embassy of France (Sweden)
Embassy of Fiji (UK)
Embassy of Finland (Sweden)
Embassy of the Gabonese Republic (Germany)
Embassy of the Gambia (UK)
Embassy of Georgia (Sweden)
Embassy of Germany (Sweden)
Embassy of Ghana (Denmark)
Embassy of Greece (Sweden)
Embassy of Guatemala (Sweden)
Embassy of Guinea (Germany)
Embassy of Honduras (Belgium)
Embassy of Hungary (Sweden)
Embassy of Iceland (Sweden)
Embassy of India (Sweden)
Embassy of Indonesia (Sweden)
Embassy of Iran (Sweden)
Embassy of Iraq (Sweden)
Embassy of Ireland (Sweden)
Embassy of Israel (Sweden)
Embassy of Malta (Denmark)
Embassy of Italy (Sweden)
Embassy of Jamaica (UK)



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Embassy of Japan (Sweden)
Embassy of Kazakhstan (UK)
Embassy of Kenya (Sweden)
Embassy of the Republic of Korea (Sweden)
Embassy of Kuwait (Sweden)
Embassy of Kyrgyzstan (Germany)
Embassy of Laos (Sweden)
Embassy of Latvia (Sweden)
Embassy of Lebanon (Sweden)
Embassy of Liberia (Germany)
Embassy of Libya (Sweden)
Embassy of Saudi Arabia (Sweden)
Embassy of Senegal (the Netherlands)
Embassy of Serbia (Sweden)
Embassy of Sierra Leone (UK)
Embassy of Malaysia (Sweden)
Embassy of the Republic of Mali (Germany)
Embassy of Malta (Denmark)
Embassy of Mexico (Sweden)
Embassy of the Republic of Moldova (Sweden)
Embassy of Mongolia (Sweden)
Embassy of Morocco (Sweden)
Embassy of Mozambique (Sweden)
Embassy of Namibia (Sweden)
Embassy of Nepal (Denmark)
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Embassy of Niger (Germany)
Embassy of Nigeria (Sweden)
Embassy of the Sultanate of Oman (Germany)
Embassy of Pakistan (Sweden)
Embassy of Paraguay (UK)
Embassy of Peru (Sweden)
Embassy of the Philippines (Norway)
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Embassy of Qatar (the Netherlands)
Embassy of Romania (Sweden)
Embassy of the Republic of Rwanda (UK)
Embassy of Singapore (Singapore)
Embassy of Slovakia (Sweden)
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Embassy of South Africa (Sweden)
Embassy of Spain (Sweden)



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Embassy of the Republic of the Sudan (Sweden)
Embassy of Switzerland (Sweden)
Embassy of Syria (Sweden)
Embassy of Tajikistan (Tajikistan)

Swedish Armed Forces
Arméstaben (AST)
Marinstaben (MS)
Flygstaben (FS)
Military Academy Karlberg (MHS K)
Military Academy Halmstad (MHS H)
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Militärregion Syd
Militärregion Väst

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LG SWEDINT
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