Your reference

Your date

Your designation

Our reference

Our previous date

Our previous designation

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INVITATION to apply NATO GENAD 1 Course 2027

Reply before 2026-11-30

1. Course date & total number of seats

NATO GENAD 1 is conducted residentially (Kungsängen, Sweden) in the period 08-19 February 2027. The number of seats is limited to 28.

2. Course purpose

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.

3. Course iterations

2027

- GENAD 2: 20 SEP – 01 OCT (online)
- GENAD 3: 15-26 NOV (residential)

4. 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).

- 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.

5. Learning objectives

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

- 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.

6. 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.

The GENAD Course is a very demanding Course. Participation is required full-time for the course dates.

7. 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
- MCM-0197-2024 Military Guidance for the Integration of the NATO Policy on Women, Peace and Security in Military Missions, Operations and Activities
- 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

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

8. 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.

9. Language proficiency

Students must be in command of English as described in NATO standardization agreement (STANAG) 6001[1]:

Listening: Professional (3) Speaking: Functional (2)

Reading: Professional (3) Writing: Functional (2)

Language testing is a national responsibility.

No additional training or translation will be provided.

10. Computer skills

Basic computer skills are necessary. NCGM training and information management relies heavily on our computer information system

11. Security classification

The content of this course is: UNCLASSIFIED

12. Administration

a. Student Application

Student applications should be sent to NCGM (see application procedure and application address below) ***NLT 30 November 2026***. However, nominations received later may be considered, if space is available. The application will be found at: www.mil.se/ncgm *The application form, authorized and signed by the national authority/POC, has to be sent to NCGM via e-mail, mail or fax.*

b. Important information to national administrators etc:

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

It is important that the invitation itself reaches the student intended to participate in 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 access documents that NCGM provides on its web page or through an online learning platform before the course starts, such as course curriculum, schedule, welcome letter, read ahead packages etc.

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.

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 sending a student to the course but does not initially have a name of the officer in question the nation can get a preliminary seat at the course in order to get the selection process started.

f. Course fees

The course fee is SEK 12,000 (plus 25% VAT). The course fee includes accommodation, all meals and transfer from and to Arlanda Airport in Stockholm/Sweden.

The course fee is a set price. Participants making their own accommodation/meal arrangements are not subject to a reduced course fee.

Information concerning payment and whether your nominee has been admitted to the course or not will be sent to you as soon as the procedure regarding applications is finalized, 5-6 weeks prior to the course start.

Regarding subsidies please see next section.

NORDEFCO students pay according to each nation's administrative regulations and according to the NORDEFCO agreement.

Swedish Armed Forces students pay according to the normal administrative regulations for domestic courses.

Salaries, allowances and travel costs are to be paid by national authorities of the sending nation in accordance with national regulations.

g. Subsidies

Subsidized student slots are available on request by the nominating nations and decided on a case-by-case basis. It is important that the student fills in if he/she is applying for a subsidized course seat. If the subsidy box is not checked in the application form NCGM will assume that no subsidies are required.

Information about whether subsidy is granted or not will be given in the letter of admission that is sent out 5-6 weeks prior to the course start.

h. Accommodation

Single room accommodation is arranged for all course participants through NCGM at the Guards regiment student hotel which is located within the military base. Students may also be accommodated by NCGM in nearby hotels outside the regiment. In that case transportation will be arranged by NCGM.

i. Dress code

All participants have to bring jacket & tie for opening and closing ceremony and course dinner, working dress or battle dress uniform (BDU) are worn during the remainder of the course. Participants are encouraged to bring clothes for physical training (remember in-door training shoes for the gym), as well as civilian clothes for Swedish weather conditions.

13. CONTACT AND APPLICATION

a. POC

Administration and Logistics

Course Admin Office

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

swedint@mil.se

Other questions

Course Director

Goar Mura-Hänninen

+46 72 156 69 12

b. Application procedure

The application form can be found on the Internet at *www.mil.se/ncgm*

Click on **"Our Courses"** and then look for the application form under "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. 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 between 5-6 weeks before the course starts 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 and pre-course info needed. A copy of the Letter of admission will also be sent to the nation's embassy in Sweden.

c. Application address

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

Email: Swedint@mil.se

LG/SWEDINT

Course Admin office

196 85 Kungsängen

SWEDEN

Or using FAX: +46 10 82 526 20

Kesselmark, Olov

Comdt NCGM

Kesselmark, Olov

Comdt NCGM

Handlingen är fastställd i Försvarsmaktens elektroniska dokument- och ärendehanteringssystem.