



Kallelse

Date
2025-12-08

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Security classification

Distribution List

Your reference

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Our previous date

Our previous designation

Anton Janzén, Anton.Janzen@mil.se

INVITATION to apply for NATO Approved Gender Focal Point Online Course (Tactical level) 03-06 MAR 2026 conducted by The Nordic Centre for Gender in Military Operations

**Reply before
2026-01-09**

1. Course dates & total number of seats

The Gender Focal Point course (Tactical level), GFP 1:2026 is conducted online 3-6 MAR 2026. The total number of available seats is 35.

2. Course purpose

The NATO Approved Gender Focal Point (GFP) Course aims at enabling personnel to perform successfully as GFPs. It focuses on the GFPs' function in strengthening the Gender Advisory Structure and the GFPs' responsibilities in assisting their respective chain of command/functional area with the mainstreaming of gender perspective in all core/mandated tasks.

3. Course iterations

Scheduled GFP courses (Tactical level) for 2026:

GFP 2:2026, 03-06 MAR

GFP 3:2026 03-06 NOV

All GFP courses listed above will be conducted online through MS Teams.



For GFP courses for operational and strategic level, Crisis Management and Disaster Response (CMDR) Centre of Excellence (COE) provides these. For further information see: <https://cmdrcoe.org/>

4. Target Audience

- Dual-hatted GFPs in international or national NATO structures on tactical level (in peace or crisis establishments);
- Persons who will be posted or deployed as GFPs or;
- OR-6 up to OF-4 and/or civilian equivalents assigned to NATO HQs and agencies, missions and operations; NATO Allies and Partner nations.

5. Learning objectives

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

- Facilitate integration of gender perspectives within chain of command/area of responsibility.
 - Advise on the integration of gender perspective in activities within the chain of command/area of responsibility.
 - Explain how Conflict-Related Sexual Violence (CRSV) relates to chain of command / area of responsibility.
- Collaborate with internal and external stakeholders to chain of command/area of responsibility.
 - Encouraging liaison with external organizations to assist with the implementation of gender perspective.
 - Supporting the development of working relationships within own organization to assist with the chain of commands' integration of gender perspective within own functional area.
 - Maintaining functional dialogue with GENAD.
- Assisting with the integration of gender perspective in the monitoring and reporting within the chain of commands / functional area of responsibility.
 - Ensuring the monitoring and reporting function is conducted with a gender perspective.



- Contribute to the lessons-learned (LL) process.

6. Method

The GFP course will be conducted online and consist of interactive lectures, individual tasks and case studies. The methods used are based on the principles of adult learning allowing the participants to be actively engaged and process new information and knowledge in the best possible ways. Instructors will support the learning process and navigate the participants in their syndicate work and in their individual learning process.

Participation in the GFP course requires 100% presence and commitment.

NOTE! During the course it is required to submit reflections, assignments and preparations for upcoming activities. These actions are required to be completed off schedule and they are referred to as “HOMEWORK”. The time estimated for HOMEWORK is between 2-4 hours.

7. Pre-requisites

Prior to course start, all admitted students must have completed the task list of Pre-Studies that includes but is not limited to; NATO Advanced Distributed Learning (ADL) Courses **169 Gender Perspective in Military Operations** and **171 Pre-Gender Focal Point**. The course certificates for completing the courses must be uploaded on LMS. If the student does not provide course certificates for ADL 169 and 171, demonstrating that the student has completed the courses, the student cannot successfully complete the GFP (Tactical level) course.

The *NATO Bi-SC D 040-001 Integrating Gender Perspective into the NATO Command Structure (20 October 2021, Public Version)* must be read before course start.

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

8. References

References include, but are not limited to:

Reading materials before the course – Must read/ mandatory



- ADL 169: Gender Perspective in Military Operations
- ADL 171: Pre-Gender Focal Point
- NATO Bi-SC D 040-001 Integrating Gender Perspective into the NATO Command Structure. Public Version. (20 October 2021)

Reading materials during the course – Must read/ compulsory

- UNSCR 1325
- NATO Bi-SC D 040-001 Integrating Gender Perspective into the NATO Command Structure. Public Version. (20 October 2021)
- NATO/EAPC Policy and Action Plan on Women, Peace and Security Agenda (2024)

Reading materials during the course – Optional

- Whose security? Practical Examples of Gender Perspectives
- Addressing a Conflict Related Sexual Violence an Analytical Inventory of Peacekeeping Practice
- NATO ACO Gender Functional Planning Guide
- NATO SOP 106 Gender Advisor's Functions in JFC & JTF Headquarters.
- NATO Policy for Protection of Civilians
- CEDAW (1979)
- NATO military guidelines on how to prevent, and respond to Conflict Related Sexual Gender Based Violence

NOTE! Further information and complete list of references and course pre-requisites is sent to applicants that are admitted to the course.

9. 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 and summative assessments will be used throughout the course.



10. 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).

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

11. Computer skills

A level of handling computers and online conferences and student portal is required to complete the course. This includes but is not limited to MS Teams video conference tool and use of web browser to access online the Moodle portal. NCGM training and information management relies heavily on our computer information system and online platforms.

12. Security classification

The content of this course is: UNCLASSIFIED

13. Administration

a. Student Application

Student applications should be sent to NCGM NLT *09 JAN, 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.

Nominations received later will only be considered, if seats are available.

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.



b. Important information to national administrators etc:

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 online 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.

The online educational platform used to provide course documents, reference material and other important information to the students is *the Swedish Armed Forces Learning Management System (based on Moodle)*. Sessions in virtual classrooms will be conducted through *Microsoft Teams*.

NCGM will arrange Moodle-accounts for each course participant 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.

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.



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f. Course fees

The course is free of charge.

g. Subsidies

Not applicable on online courses.

h. Dress code

Civilian casual/battle dress uniform

14.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

Mr. Anton Janzén

Mobile: + 46 703 51 51 44

E-Mail: Anton.Janzen@mil.se

b. Application procedure

Student applications should be sent to NCGM NLT **09 JAN 2026**.

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



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Click on “Courses at NCGM and How to apply” and find the Course Application Form under Related Documents. When the application form has been filled in, it is to 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/applicant will be notified at the latest 4 weeks before the course starts whether or not the applicant is admitted to the course. If admitted to the course, the POC/applicant 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.

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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Security classification

Distribution list

NCGM Member Nations

Denmark

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Finland

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Norwegian Defence Forces, Norwegian
Defence Forces, postmottak@mil.no

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Sweden

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GENAD OPL kirke.kyander@mil.se
SWAF HQ, FST GEN UTB
SWAF HQ, FST STRA FP

Canada

SME WG REP SHANNON.LEWIS-SIMPSON@forces.gc.ca

Netherlands

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Security classification

Australia

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ADF GPS

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NATO

ACO GENAD Office
ACO GENAD

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JWC POC
JWC Lead GFP
JFTC Lead GFP
JALLC Lead GFP
HQ SACT POC – GMO Discipline
GENDER POC JSEC
GENAD POC JSEC
WPS Office

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SHAPE PD MIC, SAP Manager
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Security classification

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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)

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)



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Security classification

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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Security classification

Embassy of Japan (Sweden) Masashi.kagiwada@mofa.go.jp
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)
Embassy of the Netherlands (Norway)
Embassy of New Zealand (Belgium)
Embassy of Nicaragua (Sweden)
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)
Embassy of Poland (Sweden)
Embassy of Portugal (Sweden)



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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)
Embassy of Slovenia (Denmark)
Embassy of South Africa (Sweden)
Embassy of Spain (Sweden)
Embassy of Sri Lanka (Sweden)
Embassy of the Republic of the Sudan (Sweden)
Embassy of Switzerland (Sweden)
Embassy of Syria (Sweden)
Embassy of Tajikistan (Tajikistan)
Embassy of Tanzania (Sweden)
Embassy of Thailand (Sweden)
Embassy of Togo (Germany)
Embassy of Trinidad and Tobago (UK)
Embassy of Tunisia (Sweden)
Embassy of Turkey (Sweden)
Embassy of Turkmenistan
(Turkmenistan)
Embassy of Uganda (Denmark)
Embassy of Ukraine (Sweden)
Embassy of the United Arab Emirates (Sweden)
Embassy of the United States (Sweden)
Embassy of Uruguay (Sweden)
Embassy of Venezuela (Sweden)
Embassy of Vietnam (Sweden)
Embassy of Yemen (the Netherlands)
Embassy of Zambia (Sweden)
Permanent Mission of Sweden to the UN (New York, US)

Swedish Armed Forces

Arméstaben (AST)
Marinstaben (MS)
Flygstaben (FS)
Military Academy Karlberg (MHS K)



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Military Academy Halmstad (MHS H)
Militärregion Mitt
Militärregion Norr
Militärregion Syd
Militärregion Väst

Internal Guard's regiment

LG Regstab G1

LG SWEDINT

Others

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Tamar Lobjanidze, UN Women Georgia

PSOTC LTC Damir Alibasic

PSOTC LTC Damjan Sukara

Diana Kopanytsia, Ukrainian MoD

Taras Shmyh, Ukrainian MoD