



## Kallelse

Date  
2022-02-15

Designation  
FM2021-20431:3 Page 1 (13)

## Mailing list

Your reference

Your date

Your designation

Our reference

Our previous date

Our previous designation

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**Reply before  
2022-04-11**

**INVITATION to apply for NATO Gender Advisor Online  
Course 30 May – 10 June 2022 conducted by NCGM -  
Nordic Centre for Gender in Military Operations**

### 1. Course dates & total number of seats

NATO GENAD 2 is conducted 30 May – 10 June 2022. Number of seats is limited to 24.

### 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

#### 2022

GENAD 3 10-21 OCT 2022 (Residential)

#### 2023

GENAD 1 FEB (dates TBD)

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Mailing Address

Livgardet

SE-196 85 Kungsängen

SWEDEN

Visiting Address

Granhammar

Telephone

+46 8 584 540 00

Fax

+46 8 584 526 20

E-mail, Internet

swedint@mil.se

www.mil.se/swedint

GENAD 2 MAY (dates TBD)

#### 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).
- 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.

#### 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.**

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.

The two-week online course consists of lectures, facilitated discussions and 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.

Participation is required full-time for the course dates.

## 7. Pre-requisites

Prior to course start, all admitted students must have completed NATO Advanced Distributed Learning (ADL) Courses: **168 Role of Gender Advisor**, **169 Improving Operational Effectiveness by Integrating Gender Perspective** and **171 Gender Focal Point**. The course certificates for completing the courses must be uploaded on Its Learning. If the student does not provide course certificates for ADL 168, 169 and 171, demonstrating that he or she has completed the courses, he or she cannot successfully complete the GENAD online course.

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

## 8. References

Reference material is to 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

- DCAF Article “Why and how gender is vital to Military Operations”
- ADL 169: Improving Operational Effectiveness by Integrating Gender Perspective
- DPKO /DFS Guidelines: Integrating a gender perspective into the work of the United Nations military in peacekeeping operations
- ADL 168: Role of Gender Advisors and Gender Field Advisors in Operations
- Bi SC Directive 40-1(rev 1.) Integrating UNSCR 1325 and Gender Perspective into NATO Command Structure
- ADL 131: Introduction to the Comprehensive Operations Planning Directive (COPD)
- ACO Gender Functional Planning Guide

### Reading materials during the course – Must read/ compulsory

- UNSCR 1325 and related resolutions UNSCR 1820, UNSCR 1888, UNSCR 1889, UNSCR 1960, UNSCR 2106, UNSCR 2122, UNSCR 2242, UNSCR 2274
- NATO military guidelines on how to prevent, and respond to Conflict Related Sexual Gender Based Violence
- NATO/EAPC Women, Peace and Security Agenda 2016-2018: Policy, Action Plan and Strategic Agenda
- OSCE Glossary Gender terms

### 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

## 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 assessment and summative assessment will be used.

## 10. Language proficiency

Students must be in command of English as described in NATO standardization agreement (STANAG) 6001<sup>1</sup>:

Listening Good (3), Speaking Fair (2), Reading Good (3), Writing Fair (2).

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

## 11. Computer skills

Basic computer skills are necessary as this is an online course. 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. NCGM policy on personal data

In order to get 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.

## 14. Administration

### a. Student Application

Student applications should be sent to NCGM NLT 11 APR 2022. The application form / registration form will be found at: <https://www.forsvarsmakten.se/en/swedint/nordic-centre-for-gender-in-military-operations/courses-at-ncgm-and-how-to-apply2/>.

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<sup>1</sup> STANAG 6001 can be found at [www.natobilc.org](http://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.

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 space is available.

**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 called It's Learning. Sessions in virtual classrooms will be conducted through ZOOM.

NCGM will arrange accounts for each course participants 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.

**f. Code of Conduct**

NCGM places high demands on personal behavior 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 students' network/online platform that is used 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 course is free of charge.

**h. Subsidies**

Not applicable on online courses.

**i. Dress code**

Daily uniform/civilian casual.

**15. CONTACT AND APPLICATION****a. POC*****Administration and Logistics***

Course Admin Office

+46 8 584 526 21/22/24//25/27

[Swedint@mil.se](mailto:Swedint@mil.se)

Other questions

Course Director

Matz Palm

Mobile: +46 70 618 88 73

E-Mail: [matz.palm@mil.se](mailto:matz.palm@mil.se)

**b. Application procedure**

The application form can be found on the Internet at <https://www.forsvarsmakten.se/en/swedint/nordic-centre-for-gender-in-military-operations/courses-at-ncgm-and-how-to-apply2/>

Click on **Courses at NCGM 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](mailto: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 4 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 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](mailto:Swedint@mil.se)

Postal address:

LG  
SWEDINT & NCGM  
Course Admin office  
196 85 Kungsängen  
SWEDEN

Or using FAX: +46 8 584 526 20

**Östman, Peter**

Comdt NCGM

*Handlingen är fastställd i Försvarsmaktens elektroniska dokument- och ärendehanteringssystem.*

## Mailing List

### NCGM Member Nations

Danish Armed Forces Operational Command, Denmark  
Danish Defence Personnel Organisation, NATO & INTOPS Branch, Denmark  
Finnish Defence Command, J7, PO Box 919, FI-00131 HELSINKI, Finland,  
[kirjaamo.pe@mil.fi](mailto:kirjaamo.pe@mil.fi)  
Finnish Army Command, G7, PO Box 145, FI-50101, MIKKELI, Finland,  
[kirjaamo.maave@mil.fi](mailto:kirjaamo.maave@mil.fi)  
Finnish Navy Command, M7, PO Box 58, FI-20811, TURKU, Finland,  
[kirjaamo.merive@mil.fi](mailto:kirjaamo.merive@mil.fi)  
Finnish Air force Command, A7, PO Box 30, FI-41161, TIKKAKOSKI, Finland,  
[kirjaamo.ilmave@mil.fi](mailto:kirjaamo.ilmave@mil.fi)  
[ilmavoimat@mil.fi](mailto:ilmavoimat@mil.fi)  
Finnish National Defence University (FINCENT), PO Box 7, FI-00861, Finland  
Norwegian Defence Staff, [postmottak@mil.no](mailto:postmottak@mil.no)  
Norwegian Joint Headquarters, [postmottak@mil.no](mailto:postmottak@mil.no)  
Norwegian Defence International Centre, NODEFIC, [post.fhs@mil.no](mailto:post.fhs@mil.no)  
Norwegian Defence Personnel Agency, [fpvs.kontakt@mil.no](mailto:fpvs.kontakt@mil.no)  
SWAF HQ, Henry Bengtsson, [henry.bengtsson@mil.se](mailto:henry.bengtsson@mil.se)  
SWAF HQ, Elin Malmsköld, [elin.malmskold@mil.se](mailto:elin.malmskold@mil.se)  
SWAF HQ, LEDS INRI Ir  
SWAF HQ, PROD

### NCGM SMEs

Canada	Alana Husson	<a href="mailto:ALANA.HUSSON@forces.gc.ca">ALANA.HUSSON@forces.gc.ca</a>
Denmark	Jesper Lyng	<a href="mailto:fko-u-chpla3@fiin.dk">fko-u-chpla3@fiin.dk</a>
Finland	Esa Janatuinen	<a href="mailto:Esa.Janatuinen@mil.fi">Esa.Janatuinen@mil.fi</a>
Netherlands	Ella van den Heuvel	<a href="mailto:pn.vd.heuvel@mindef.nl">pn.vd.heuvel@mindef.nl</a>
Norway	Per-Roe Petlund	<a href="mailto:ppetlund@mil.no">ppetlund@mil.no</a>
Sweden	Matilda Lidström Dognac	<a href="mailto:matilda.lidstrom-dognac@mil.se">matilda.lidstrom-dognac@mil.se</a>

### NATO

Supreme Allied Commander Transformation/SACT (United States)  
Supreme Headquarters Allied Powers Europe/SHAPE (Belgium)  
Joint Force Command/JFC Brunssum (Belgium)  
Joint Force Command/JFC Naples (Italy)  
Joint Force Training Centre/JFTC (Poland)  
Joint Warfare Centre/JWC (Norway)  
ACO GENAD [Sanja.PEJOVIC@shape.nato.int](mailto:Sanja.PEJOVIC@shape.nato.int)

[Stijn.VANDENBOSCH@shape.nato.int](mailto:Stijn.VANDENBOSCH@shape.nato.int)

ACT Discipline POC  
(other) [Sadig.farzaliyev@act.nato.int](mailto:Sadig.farzaliyev@act.nato.int)  
ACT GENAD [Lauranne.bureau@act.nato.int](mailto:Lauranne.bureau@act.nato.int)  
IMS GENAD [Prudhoe.Katherine@hq.nato.int](mailto:Prudhoe.Katherine@hq.nato.int)  
[borkstett.isabel@hq.nato.int](mailto:borkstett.isabel@hq.nato.int)  
JFC Naples GENAD [liam.clancy@jfcnp.nato.int](mailto:liam.clancy@jfcnp.nato.int)  
JFC Brunssum GENAD [Manuel.MORENOSANTOS@jfcbs.nato.int](mailto:Manuel.MORENOSANTOS@jfcbs.nato.int)  
JWC GENAD [BentInge.Sveen@jwc.nato.int](mailto:BentInge.Sveen@jwc.nato.int)  
[Sarah.Denieul@jwc.nato.int](mailto:Sarah.Denieul@jwc.nato.int)  
GENAD POC [Fisnik.shtini@act.nato.int](mailto:Fisnik.shtini@act.nato.int)  
SWE NMR to ACO [nmswedenshapepnmr@shape.nato.int](mailto:nmswedenshapepnmr@shape.nato.int)  
Partner Nation Liaison Representative  
(PNLR), NATO HQ SACT [olle.mobergh@act.nato.int](mailto:olle.mobergh@act.nato.int)

## Embassies

Embassy of Afghanistan (Sweden)  
Embassy of Albania (Sweden)  
Embassy of Algeria (Sweden)  
Embassy of Angola (Sweden)  
Embassy of Argentina (Sweden)  
Embassy of Armenia (Armenia)  
Embassy of Australia (Sweden)  
Embassy of Austria (Sweden)  
Embassy of Azerbaijan (Sweden)  
Embassy of Bahrain (UK)  
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)  
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 Costa Rica (Norway)  
Embassy of Côte d'Ivoire (Denmark)  
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)  
Embassy of Japan (Sweden)  
Embassy of Jordan (Germany)  
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 Montenegro (Montenegro)  
Embassy of Morocco (Sweden)  
Embassy of Mozambique (Sweden)  
Embassy of Namibia (Sweden)  
Embassy of Nepal (Denmark)  
Embassy of the Netherlands (Norway)  
Embassy of Norway (Sweden)  
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)  
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 Kingdom (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)  
Consulate of Jordan (Sweden)

**Swedish Armed Forces**

Arméstaben (AST)  
Marinstaben (MS)  
Flygstaben (FS)  
Military Academy Karlberg (MHS K)  
Military Academy Halmstad (MHS H)  
Militärregion Mitt  
Militärregion Norr  
Militärregion Syd  
Militärregion Väst

**Internal Life Guards**

LG Regstab G1  
IntUtbE  
LG SWEDINT  
CO SWEDINT

**Others**

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