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COVER NOTE

From: European External Action Service (EEAS)
To: Political and Security Committee (PSC)
European Union Military Committee (EUMC)
Subject: EUMS Intelligence Directorate Structure Revision

Delegations will find attached the EUMS Intelligence Directorate Structure Revision.

Encl.: EEAS(2024) 1214 REV 3

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EUROPEAN EXTERNAL ACTION SERVICE



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Title / Subject	EUMS Intelligence Directorate Structure Revision
[Ref. prev. doc.]	EEAS(2024) 1214 REV 2 Ref. ARES(2024)5392694 - 25/07/2024

Following agreement in the EUMC via Written Consultation ending on 4 October 2024 at 1700hrs, the document is forwarded to PSC for approval.

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Description and rationale of the EUMS Intelligence Directorate Structure Revision

A. Aim

1. The aim of this document is to provide a description and the rationale of the intended changes to the **EUMS Intelligence Directorate (EUMS INT) structure** and thus to provide the basis for future considerations by the EU Member States (MS) at the level of EUMC and PSC.

B. Background

2. The Strategic Compass for Security and Defence contains a key commitment to strengthen the EU Single Intelligence Analysis Capacity (SIAC) by 2025 by enhancing its resources and capacities.
3. The “Strengthening the EU Single Intelligence Analysis Capacity: joint paper by the High Representative and the Member States” was finalised by the EEAS and the EU Intelligence Organisations via their nPOCs network (one national Point of Contact for all Military, Civilian Intelligence and Security Services) and has been approved by PSC on 22 February 2024, and by the EU Council on 07 March 2024.
4. This “*Joint Paper*” calls also for necessary adaptations and adjustments from an organisational and procedural point of view to meet the given tasks from the Strategic Compass.
5. Besides the call for strengthening the visibility of SIAC in general, the “*Joint Paper*” states that EUMS INT’s role as single entity of strategic military intelligence must be ensured and that it needs to be clear to all SIAC customers that SIAC assessments are based on civilian and military intelligence. With this, the EU MS’ Intelligence Organisations and the EEAS are clearly calling for a stronger visibility of EUMS INT as the military pillar of SIAC.
6. To fulfil the task of the “*Joint Paper*”, EUMS INT and EU INTCEN (SIAC) started working in close coordination with EU MS’ Intelligence Organisations on a Roadmap for its implementation.

C. Considerations

7. EUMS INT started to implement these requirements by drafting a new, adapted structure. The adapted EUMS INT structure foresees a growth in number of five new cost-shared Seconded National Experts.

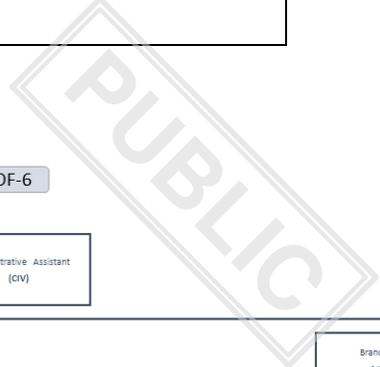
8. As stated in the document in Ref. A, the additional thematic priorities where SIAC needs strengthening are Defense, Cyber, Space, Air, Maritime, threats to economic security and certain thematic or geographical sections. For EUMS INT the main priorities out of this list are in the Space, Air and Maritime domains, which are not covered in today's structure, followed by Cyber, where limited capacities are present today. Those fields clearly require coverage from a military angle, whereas EU INTCEN should mainly cover the other priorities.
9. In addition, EUMS INT has to modernize and reinforce its Intelligence Requirements Management and Collection Management (IRM/CM) process with supporting Communications and Information Systems (CIS) to enhance the management of Intelligence Requirements and Requests for Information (RFI) as well as to be able to connect with other EU military intelligence structures for JISR functions.
10. The IRM/CM process needs to be supported by dedicated personnel, which will enhance the general information and knowledge management in the intelligence environment. As this requires dedicated, interoperable IT-services, support to the development and introduction of such systems from the user perspective is also required.
11. Strengthening Geospatial Support will enhance SIAC through enabling the EUMS INT Geospatial Support Cell to provide the same geospatial information to all levels of EU decision making, civilian and military. It is required to enhance reaction time and readiness and to ensure adequate support to the EU Rapid Deployment Capacity.

D. Assessment

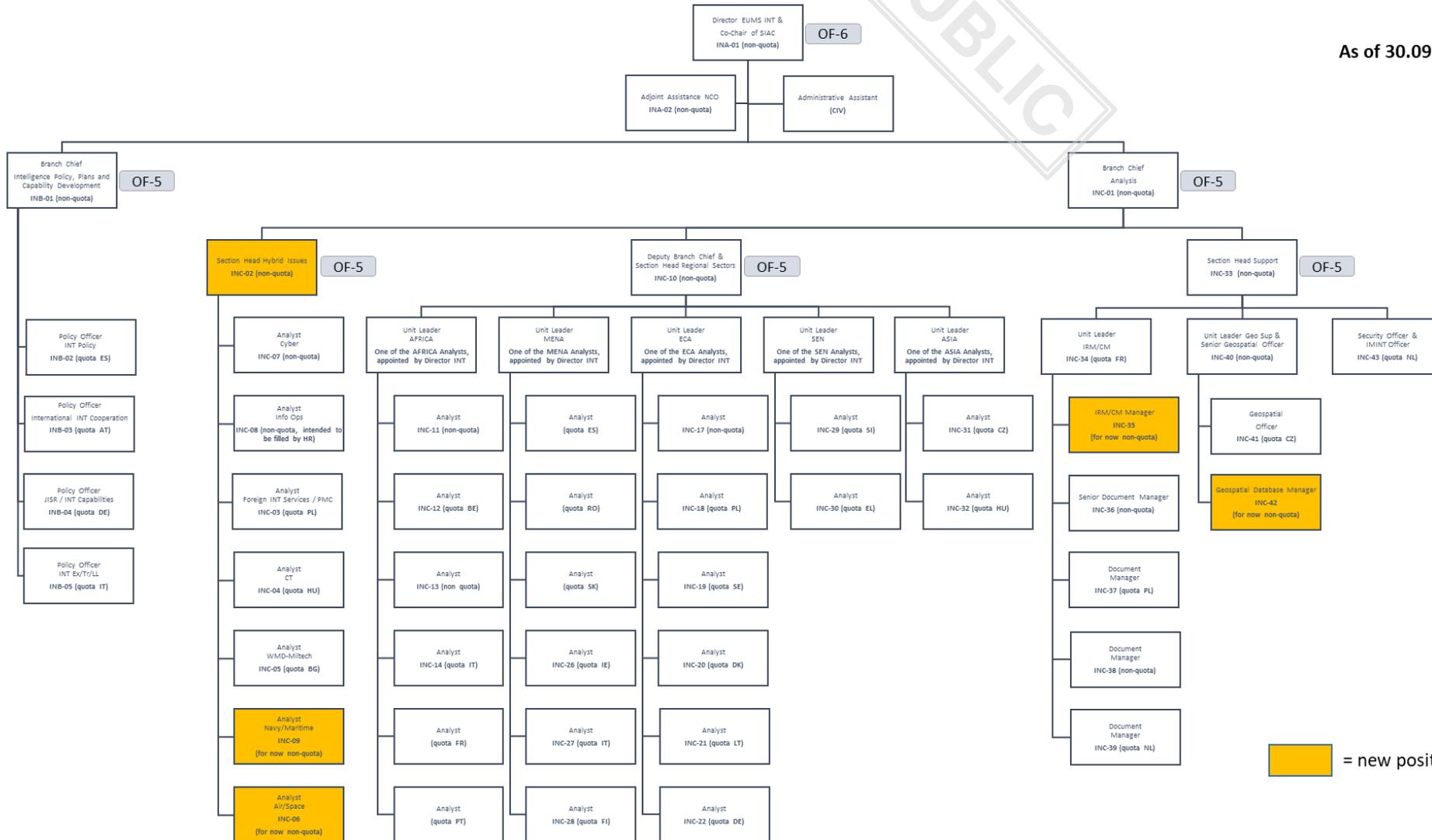
12. The proposed new structure of EUMS Intelligence will allow to cover all current intelligence-related tasks of the EUMS while strengthening the EU military intelligence position within the SIAC framework and on specific thematic areas of strategic relevance, as required by the documents listed in chapter "E. References".
13. The envisioned structure is:

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As of 30.09.2024



= new position

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14. The adapted EUMS INT structure foresees a growth in numbers of five new cost-shared Seconded National Experts. During the implementation phase, the new positions will be non-quota positions, but there is an intention to convert them to quota positions at a later point in time. The new positions, with their main duties and responsibilities, are listed below:

1. Section Head Hybrid Issue (OF-5)

- Act as Hybrid Section's Head by planning the production plan, workshops and seminar with regard to his Hybrid Section (**management skills**), **revising all the documents produced by the analysts subordinated to him (first validation of products – analytical skills)**;
- Coordinates with the Hybrid Fusion Cell (HFC) in EU INTGEN all related hybrid issues;
- Contributes to the production of Intelligence reports and information for current Intelligence and early warning to and support of the various regional area related activities of the EEAS;
- Deliver reports and briefings in support of the EU authorities (DG EUMS, CEUMC, HR/VP);
- Is prepared to act as acting Head of Intelligence Analysis Branch if required (when the Branch Head and is deputy are out of the office).

2. Analyst Navy/Maritime (OF-3/4)

- Analysis of Intelligence received in order to provide early warning to and support of the various related activities in the Navy & Maritime domain (expected geographical area of responsibility: North-western Indian Ocean, Golf of Guinee, Baltic, Black Sea, South China Sea, and Mediterranean Sea), of the EEAS;
- Delivery of various reports (yearly annual global threat review, regular reporting on maritime security in the following areas: North-western Indian Ocean, Golf of Guinee, Baltic, Black Sea, South China Sea, and Mediterranean Sea), and oral and written briefs in support of the EU authorities;
- Support of other regional sections within SIAC in the Navy & Maritime domain;
- Participation in EUMS Planning Teams and other project groups for particular tasks.

The very peculiar nature of the tasks requires the position to be filled by Navy Intel personnel.

3. Analyst Air/Space (OF-3/4)

- Analysis of Intelligence received in order to provide early warning to and support of the various related activities to Air & Space domains of the EEAS.
- Delivery of various reports (including the yearly space threat assessment for EEAS, and every three month reviews of airspace security threat assessments), and oral and written briefs in support of the EU authorities.
- Support of other regional sections within SIAC with Air & Space domains
- Participation in EUMS Planning Teams and other project groups for particular tasks

The very peculiar nature of the tasks requires the position to be filled by Air Intel personnel.

4. IRM/CM Manager (OF-2/3)

- Support and execute EUMS INT Intelligence Collection Plan (ICP) and contribution management;
- Execute planning, development and maintenance of Intelligence Database and related functionalities;
- Assist Unit Leader IRM/CM and when required execute internal and external co-ordination and co-operation with regard to Intelligence functionalities;
- Execute IRM/CM tasks and assignment of associated tasks;
- Execute planning and implementation of Contribution Management;
- Ensure the quality and efficiency of the execution of all intelligence collation and dissemination processes affecting EUMS INT performance.

5. Geospatial Database Manager (OF-2/3)

- Is together with the Geospatial Officer the custodian of the EUMS production geodatabase;
- Formats, tests and provides GI to information systems within EEAS/EUMS;
- Provides GI in proper formats for own geospatial production;
- Provides technical expertise within EEAS/EUMS regarding geodatabases in general;
- Collects, stores and visualises GI from internal and external sources;
- Supports activities in GIS implementation and further development in Unclassified and Classified networks and ability to prepare WMS and WFS;
- Supports the effort to define requirements for GIS;
- Supports production of geospatial information (digital and hardcopy) when needed and is prepared to support the EEAS CRC when instructed.

15. Two out of the five positions are to be covered through an adjustment of the existing EUMS structure. The positions to be re-labelled and the rationales are listed below:

- Position DGA-05 (Adjoint Assistant-NCO 1 in DGEUMS Front Office) has been unfilled for the past twelve months as the Netherlands decided not to fill it upon the start of the current DGEUMS/DMPCC's mandate. The duties of this position, as described in the Job Specification, have seamlessly merged with the activities of the other members of DGEUMS' Front Office (primarily with DGA-06, DGA-04 and DGA-07).
In order to facilitate the more pressing matter of further developing EUMS INT as part of the strengthening of SIAC Strengthening, DGEUMS has expressed his willingness to take upon him some of the burden.
- Position OPD-14 (Watchkeeper in EUMS Operations Directorate/Watchkeeping Capability) is currently unfilled. For the better part of the last seven years, there has always been at least one vacancy among the 12 Watchkeeper positions in the Watchkeeping Capability. There is no reason to assume EU MS will in the future be willing to fill all Watchkeeper positions at the same time. DIR OPS has agreed to the re-labelling of one of these positions for the benefit of EUMS INT.

E. References

- a) A Strategic Compass for Security and Defence - For a European Union that protects its citizens, values and interests and contributes to international peace and security (ST 7371/22, dated 21 March 2022)
- b) Arrangements as regards the functioning of a Single Intelligence Analysis Capacity (SIAC) (dated 16 January 2018, MARS reference 297567)
- c) Strengthening the EU Single Intelligence Analysis Capacity: joint paper by the High Representative and the Member States (EEAS (2024)214, dated 22 February 2024, MARS reference 498185), approved by EU Council on 07 March 2024 (6781/1/24 REV1)
- d) EU Space Strategy for Security and Defence (10 Mar 2023, JOIN_2023_9 REV final)
- e) EU Maritime Security Operations (MSO) Concept (EEAS_2017_19 REV4, dated 18 July 2017)
- f) Letter European Union Military Staff Director General to the European Union Military Committee, EEAS (2024) EUMS Intelligence Directorate Structure Revision of 24 July 2024, ARES(2024)5392694 – 25/07/2024