



Multinational CIMIC GROUP

CJ7 Training & Education Branch

TRAINING YEAR 2026



PERIOD	COURSE	AIM	TARGET AUDIENCE
1 WEEK 23-27 FEB	CIMIC ORIENTATION COURSE (COC 01/26)	COC aims to provide basic knowledge on the principles, tasks, functions, and organization of the CIMIC joint function including the concept of Civil-Military Interaction within the NATO framework, in order to understand and identify its role across the spectrum of NATO operations, including both Art.5 collective defence operations and crisis management missions.	The nominees should be Officers and NCOs who are not directly involved in CIMIC roles, but whose work benefits from a foundational understanding of CIMIC principles. The course is open to civilians (mainly representatives from IOs, GOs, NGOs and academics or researches) interested in understanding CIMIC. - Rank Level: OR4 to OF5, or civilian equivalents; - Language Proficiency (STANAG 6001): English 3/3/3/2 (desired), English 2/2/2/1 (minimum).
2 WEEKS 16-27 MAR	CIMIC TACTICAL OPERATOR COURSE (CTOC 01/26)	The CTOC is designed to educate participating personnel on the CIMIC joint function and to train them in the wide-ranging execution of CIMIC tasks typically carried out at the tactical level. The course lasts two weeks and includes both theoretical instruction and practical exercises. Specifically, it alternates classroom-based collective lessons with hands-on exercises aimed at verifying the assimilation of the concepts taught, and practical exercises, which also involves the use of live role players. In summary, the goal of the CTOC is to provide participants with the knowledge, skills, and tools required to conduct the full spectrum of CIMIC activities.	The course aims at training participants who are directly involved in NATO CIMIC & CMI activities or are interested in the matter. This includes personnel assigned or working as CIMIC Operator in CIMIC Units or HQ Staff. The course is open to civilians (mainly representatives from IOs, GOs, NGOs and academics), with interest in CIMIC&CMI. - Rank Level: OR4 to OF4, or civilian equivalents; - Language Proficiency (STANAG 6001): English 3/3/3/2 (desired), English 2/2/2/1 (minimum).
1 WEEK 13-17 APR	FEMALE ENGAGEMENT COURSE (FEC 01/26)	The FEC is designed to train personnel assigned to operate within a Female Engagement Team (FET), a group composed also by female personnel operating primarily at the tactical level. In this context, FETs are tasked with the sensitive mission of engaging with vulnerable groups of people, such as children, elderly and female population, which may, in certain cultural settings, be otherwise difficult to access.	The nominees should be Officers and NCOs who are not directly involved in CIMIC roles, but whose work benefits from a foundational understanding of CIMIC principles. The course is open to civilians (mainly representatives from IOs, GOs, NGOs and academics), with interest in CIMIC & CMI. - Rank Level: OR4 to OF2, or civilian equivalents; - Language Proficiency (STANAG 6001): English 3/3/3/2 (desired), English 2/2/2/1 (minimum).



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2 WEEKS 18-29 MAY	NATO CIMIC FIELD WORKER COURSE (NCFWC 01/26) NATO CIMIC STAFF WORKER COURSE (NCSWC 01/26)	NATO CIMIC Field Worker Course (NCFWC) is conducted in parallel with NATO CIMIC Staff Worker Course (NCSWC). NCFWC aims to provide students with a opportunity to enhance their knowledge and skills in CIMIC joint function. This is achieved through a combined theoretical and practical approach to activities typically assigned to CIMIC elements. The course also benefits from modern teaching methodologies, the extensive operational experience of instructors, and contribution of qualified guest speakers from both national and international backgrounds. NCSWC spans two weeks, and during second week's practical exercise, students are required to plan and conduct CIMIC activities. They are also expected to address medium-to-high complexity operational challenges, working both individually and as staff members within the G9 cell of a Land Component Command or a comparable operational-level headquarters.	The course aims at training participants who are directly involved in NATO CIMIC & CMI activities or are interested in the matter. This includes personnel assigned or working as CIMIC Operator in CIMIC Units or HQ Staff, up to Corps/Component level. The course is open to civilians (mainly representatives from IOs, GOs, NGOs and academics), with interest in CIMIC & CMI. - Rank Level: OR5 to OF4, or civilian equivalents; - Language Proficiency (STANAG 6001): English 3/3/3/2 (desired), English SLP 2/2/2/1 (minimum); - Successful completion of the ADL module ADL-143 (NATO CIMIC Awareness Course) - https://jadr.act.nato.int/
1 WEEK 28 SEP-02 OCT	NATO CIMIC LIAISON COURSE (NCLC 01/26)	NCLC provides students with knowledge, skills, and tools necessary to enhance their effectiveness in CIMIC liaison activities, with particular emphasis on multinational and multidimensional environments that characterize today's operations. The course is focused on intercultural communication and negotiation, which serves as central theme across all subjects covered in curriculum. Emphasis is placed on developing intercultural awareness and basic cultural competence, as well as understanding the role, tasks, and responsibilities of CIMIC Liaison Officers.	Due to the high level of specialization and the nature of its content, participation is restricted to candidates with a recognized and solid CIMIC background specifically, those who have previously completed a CIMIC course delivered by the Multinational CIMIC Group or other NATO-certified institutions. The course is open to civilians (mainly representatives from IOs, GOs, NGOs and academics), with interest in CIMIC & CMI. - Rank Level: from OR5 to OF4, or equivalent civilians; - Language Proficiency (STANAG 6001): English 3/3/3/2 (desired), English SLP 2/2/2/1 (minimum).
1 WEEK 05-09 OCT	CIMIC INTERCULTURAL ADVANCED LIAISON COURSE (CIALC 01/26)	The aim is to engage participants in the complexity of modern operational environments, in order to enhance their capabilities and techniques to understand and address the emerging challenges posed by hybrid threats, mass migration, climate change, transnational criminal activities, and more. CIALC provides participants with the skills and knowledge necessary to serve as facilitators in establishing and strengthening the liaison function between military and non-military actors within broader intercultural contexts.	The course lasts one week and requires prior completion of the NCLC. This includes personnel assigned or working as CIMIC operator in CIMIC units or HQ Staff. The course is open to civilians (mainly representatives from IOs, GOs, NGOs and academics), with interest in CIMIC & CMI. - Rank Level: from OR5 to OF4, or equivalent civilians. - Language Proficiency (STANAG 6001): English 3/3/3/2 (desired), English SLP 2/2/2/1 (minimum).



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UPON REQUEST	CIMIC FUNCTIONAL SPECIALIST COURSE (CFSC)	The Functional Specialist (FS) is sourced from the Selected Reserve pool. For employment within the CIMIC domain, FS are required to attend this course in order to acquire basic knowledge, principles, tasks, and functions of CIMIC within the NATO framework. CFSC also aims to qualify Selected Reserve Officers to effectively perform their duties within military organizations, as well as to operate within CIMIC assets/units deployed in operational environments, particularly in the context of Crisis Response Operations (CRO).	The nominees should be Functional Specialists, military or equivalent civilian personnel who are or will be appointed to a CIMIC assignment at tactical or operational level. The course will also train civilians, who are or will be within a civilian Organization that might co-operate or interact with NATO forces. - Rank Level: from OR5 to OF4, or civilian equivalents; - Language Proficiency (STANAG 6001): English 3/3/3/2 (desired), English SLP 2/2/2/1 (minimum).
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This document is dated 23/07/2025 and released for planning purposes only, please refer www.cimicgroup.org/cimic-courses for up-to-date information.

