

*Ministero dell'Interno*DIPARTIMENTO DELLA PUBBLICA SICUREZZA
DIREZIONE CENTRALE PER LE RISORSE UMANEUfficio II
[Signature]

N. 333-AGG/numero di protocollo

Roma, data del protocollo

OGGETTO: Agenzia Frontex. – “Procedura di nomina dei formatori per i programmi di formazione operativa destinati al personale statuario del corpo permanente della Guardia di frontiera e costiera europea da impiegare come membri delle squadre”.

ELENCO INDIRIZZI IN ALLEGATO 1**URGENTE**

L'Agenzia Frontex, con l'unita comunicazione (**allegato 2**), corredata da 4 documenti “annessi” (allegati alla citata comunicazione), ha avviato la procedura di designazione di personale in qualità di formatore nell'ambito dei programmi di formazione operativa, destinati al personale statuario del Corpo permanente della Guardia di frontiera e costiera europea, da impiegare come membri delle squadre.

Si precisa che i posti disponibili sono 450 complessivi e l'ammissione avverrà tramite procedura selettiva in concorrenza con il personale degli altri stati membri.

I candidati, oltre ad essere cittadini di uno degli Stati membri dell'U.E. o di un Paese associato Schengen ed essere in servizio attivo presso le autorità di detti Stati e Paesi associati, devono essere in possesso dei seguenti requisiti:

- possedere la qualifica ricompresa fra quella di assistente capo fino a commissario capo ed equivalenti qualifiche dei ruoli tecnici della Polizia di Stato;
- possedere una conoscenza approfondita della lingua inglese nella misura necessaria per lo svolgimento con successo della formazione (quadro comune europeo di riferimento per le lingue: livello minimo richiesto B2);
- possedere almeno 5 anni di esperienza lavorativa in una delle aree elencate nelle Aree di competenza per come indicate nell'annesso 2, allegato alla nota di Frontex; in alternativa, avere almeno 3 anni di esperienza nell'erogazione di formazione di base per guardie di frontiera/costiere (SQF per BG livello 4) in qualità di formatore e/o facilitatore a livello nazionale, regionale e/o internazionale, o in alternativa ancora, avere almeno 4 anni di esperienza nell'erogazione di corsi/workshop oppure nella realizzazione di presentazioni, discorsi o briefing operativi a livello nazionale, regionale e/o internazionale in una o più delle aree elencate nelle Aree di competenza.

I candidati designati dovranno frequentare un modulo formativo articolato in nove unità didattiche che si estende da novembre 2026 a settembre 2027.

Nel rinviare per i dettagli agli allegati alla presente nota, si precisa che il personale che intende avanzare la propria candidatura deve presentare istanza presso il proprio ufficio di appartenenza, tramite il modulo di cui all'annesso 2, entro e non oltre **giovedì 24 settembre p.v.**

MINISTERO DELL'INTERNO - Segreteria Legittimazione P.S.
Ufficio I - Affari, Coordinamento e Documentazione
Prot. 0117789 del 22/09/2026 Uscita - Cod. Amm. m. 1
Data: 22/09/2026 11:58:40

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Ministero dell'Interno

DIPARTIMENTO DELLA PUBBLICA SICUREZZA

DIREZIONE CENTRALE PER LE RISORSE UMANE

I dirigenti degli uffici interessati avranno cura di **verificare tempestivamente la presenza dei requisiti**, provvedendo a **inoltrare le istanze** ai competenti Servizi di amministrazione attiva di questa Direzione centrale (Servizio funzionari, Servizio ispettori e Servizio sovrintendenti, assistenti e agenti) **entro e non oltre le ore 18.00 del 25 settembre p.v.**, al fine di consentire i conseguenti adempimenti entro le tempistiche previste.

Si ringrazia per la consueta collaborazione e si raccomanda l'urgenza, con preghiera di dare la massima diffusione della presente circolare e della documentazione allegata (pubblicata anche sul sito "doppiavola") a tutto il personale, anche a quello assente a vario titolo.

IL DIRETTORE CENTRALE

Forziore



Ministero dell'Interno

**DIPARTIMENTO DELLA PUBBLICA SICUREZZA
DIREZIONE CENTRALE PER LE RISORSE UMANE**

ALLEGATO 1

ALLA SEGRETERIA DEL DIPARTIMENTO	<u>ROMA</u>
ALL'UFFICIO PER L'AMMINISTRAZIONE GENERALE DEL DIPARTIMENTO	<u>ROMA</u>
ALL'UFFICIO PER IL COORDINAMENTO E LA PIANIFICAZIONE DELLE FORZE DI POLIZIA	<u>ROMA</u>
ALL'UFFICIO CENTRALE ISPETTIVO E AUDIT	<u>ROMA</u>
ALLA DIREZIONE CENTRALE DELLA POLIZIA CRIMINALE	<u>ROMA</u>
ALLA DIREZIONE CENTRALE DELLA POLIZIA DI PREVENZIONE	<u>ROMA</u>
ALLA DIREZIONE CENTRALE DELLA POLIZIA STRADALE, FERROVIARIA E DEI REPARTI SPECIALI DELLA POLIZIA DI STATO	<u>ROMA</u>
ALLA DIREZIONE CENTRALE DELL'IMMIGRAZIONE E DELLA POLIZIA DELLE FRONTIERE	<u>ROMA</u>
ALLA DIREZIONE CENTRALE DEI SERVIZI ANTIDROGA	<u>ROMA</u>
ALLA DIREZIONE CENTRALE DI SANITÀ	<u>ROMA</u>
ALLA DIREZIONE CENTRALE DEI SERVIZI TECNICO- LOGISTICI E DELLA GESTIONE PATRIMONIALE	<u>ROMA</u>
ALLA DIREZIONE CENTRALE PER LE RISORSE FINANZIARIE	<u>ROMA</u>
ALLA DIREZIONE CENTRALE ANTICRIMINE DELLA POLIZIA DI STATO	<u>ROMA</u>
ALLA DIREZIONE CENTRALE PER LA POLIZIA SCIENTIFICA E LA SICUREZZA CIBERNETICA	<u>ROMA</u>
ALLA DIREZIONE INVESTIGATIVA ANTIMAFIA	<u>ROMA</u>
ALLA SCUOLA SUPERIORE DI POLIZIA	<u>ROMA</u>
ALLA SCUOLA DI PERFEZIONAMENTO PER LE FORZE DI POLIZIA	<u>ROMA</u>
AI SIGG. QUESTORI DELLA REPUBBLICA	<u>LORO SEDI</u>
AL SIG. DIRIGENTE DELL'UFFICIO PRESIDENZIALE DELLA POLIZIA DI STATO PRESSO LA SOVRINTENDENZA CENTRALE DEI SERVIZI DI SICUREZZA DELLA PRESIDENZA DELLA REPUBBLICA	<u>ROMA</u>



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DIPARTIMENTO DELLA PUBBLICA SICUREZZA DIREZIONE CENTRALE PER LE RISORSE UMANE

AL SIG. DIRIGENTE DELL'ISPETTORATO DI PUBBLICA SICUREZZA «VATICANO»	<u>ROMA</u>
AL SIG. DIRIGENTE DELL'ISPETTORATO DI PUBBLICA SICUREZZA «SENATO DELLA REPUBBLICA»	<u>ROMA</u>
AL SIG. DIRIGENTE DELL'ISPETTORATO DI PUBBLICA SICUREZZA «CAMERA DEI DEPUTATI»	<u>ROMA</u>
AL SIG. DIRIGENTE DELL'ISPETTORATO DI PUBBLICA SICUREZZA «PALAZZO CHIGI»	<u>ROMA</u>
AL SIG. DIRIGENTE DELL'ISPETTORATO DI PUBBLICA SICUREZZA «VIMINALE»	<u>ROMA</u>
AL SIG. DIRIGENTE DELL'ISPETTORATO DELLE SCUOLE DELLA POLIZIA DI STATO	<u>ROMA</u>
AL SIG. DIRIGENTE DELL'ISPETTORATO ASSISTENZA, ATTIVITÀ SOCIALI, SPORTIVE E DI SUPPORTO LOGISTICO AL DIPARTIMENTO DELLA PUBBLICA SICUREZZA	<u>ROMA</u>
AL SIG. DIRIGENTE DELL'UFFICIO SPECIALE DI PUBBLICA SICUREZZA PRESSO LA REGIONE SICILIANA	<u>PALERMO</u>
AI SIGG. DIRIGENTI DEI COMPARTIMENTI DI POLIZIA STRADALE	<u>LORO SEDI</u>
AI SIGG. DIRIGENTI DEI COMPARTIMENTI DI POLIZIA FERROVIARIA	<u>LORO SEDI</u>
AI SIGG. DIRIGENTI DELLE ZONE DI POLIZIA DI FRONTIERA	<u>LORO SEDI</u>
AI SIGG. DIRIGENTI DEI CENTRI OPERATIVI PER LA SICUREZZA CIBERNETICA	<u>LORO SEDI</u>
AI SIGG. DIRIGENTI DEI REPARTI MOBILI DELLA POLIZIA DI STATO	<u>LORO SEDI</u>
AI SIGG. DIRIGENTI DEI GABINETTI REGIONALI E INTERREGIONALI DI POLIZIA SCIENTIFICA	<u>LORO SEDI</u>
AL SIG. DIRIGENTE DEL CENTRO DI COORDINAMENTO DEI SERVIZI A CAVALLO E CINOFILI DELLA POLIZIA DI STATO	<u>LADISPOLI</u>
AI SIGG. DIRIGENTI DEI REPARTI VOLO DELLA POLIZIA DI STATO	<u>LORO SEDI</u>



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DIPARTIMENTO DELLA PUBBLICA SICUREZZA DIREZIONE CENTRALE PER LE RISORSE UMANE

AL SIG. DIRIGENTE DEL CENTRO NAUTICO E SOMMOZZATORI DELLA POLIZIA DI STATO	<u>LA SPEZIA</u>
AL SIG. DIRIGENTE DEL CENTRO ELETTRONICO NAZIONALE DELLA POLIZIA DI STATO	<u>NAPOLI</u>
AI SIGG. DIRIGENTI DEI REPARTI PREVENZIONE CRIMINE	<u>LORO SEDI</u>
AI SIGG. DIRETTORI DEGLI ISTITUTI DI ISTRUZIONE E DI PERFEZIONAMENTO E DEI CENTRI DI ADDESTRAMENTO DELLA POLIZIA DI STATO	<u>LORO SEDI</u>
AI SIGG. DIRETTORI DEI SERVIZI TECNICO- LOGISTICI E PATRIMONIALI	<u>LORO SEDI</u>
AI SIGG. DIRIGENTI DELLE ZONE TELECOMUNICAZIONI	<u>LORO SEDI</u>
AI SIGG. DIRETTORI DEI CENTRI MOTORIZZAZIONE DELLA POLIZIA DI STATO	<u>LORO SEDI</u>
AL SIG. DIRETTORE DELLO STABILIMENTO E CENTRO RACCOLTA ARMI	<u>SENIGALLIA</u>
AI SIGG. DIRETTORI DEI CENTRI DI RACCOLTA REGIONALI ED INTERREGIONALI V.E.C.A.	<u>LORO SEDI</u>
AI SIGG. DIRETTORI DEGLI UFFICI DI COORDINAMENTO SANITARIO	<u>LORO SEDI</u>
AI SIGG. DIRIGENTI DELLE S.I.S.C.O.	<u>LORO SEDI</u>

e, per conoscenza

ALLA SEGRETERIA DEL CAPO DELLA POLIZIA- DIRETTORE GENERALE DELLA PUBBLICA SICUREZZA	<u>ROMA</u>
ALLA SEGRETERIA DEL VICE DIRETTORE GENERALE DELLA PUBBLICA SICUREZZA CON FUNZIONI VICARIE	<u>ROMA</u>
ALLA SEGRETERIA DEL VICE DIRETTORE GENERALE DELLA PUBBLICA SICUREZZA PREPOSTO ALL'ATTIVITÀ DI COORDINAMENTO E DI PIANIFICAZIONE	<u>ROMA</u>
ALLA SEGRETERIA DEL VICE DIRETTORE GENERALE DELLA PUBBLICA SICUREZZA- DIRETTORE CENTRALE DELLA POLIZIA CRIMINALE	<u>ROMA</u>



ALL. 2

FRONTEx

EUROPEAN BORDER AND COAST GUARD AGENCY

Our internal ref. PERSONNEL/ACADEMY/2026

NFPOC of all MSs and SACs

Call for nomination of trainers for the Operational Training Programmes for the statutory staff of the European Border and Coast Guard standing corps to be deployed as members of the teams

Dear Madam,
Dear Sir,

The Regulation (EU) 2019/1896 of 13 November 2019 extends Frontex' mandate to support Member States (MSs) and Schengen Associated Countries (SACs) at the external borders of the European Union by establishing the European Border and Coast Guard standing corps (EBCG SC), Europe's uniformed law enforcement service. Frontex ensures that standing corps officers are properly trained and have the technical and operational readiness to be deployed in any operational activity organised by the Agency and act in a unitary manner.

The first training Programme for the EBCG standing corps category 1 was designed in 2019, following Frontex's Common Core Curriculum for Border and Coast Guard Basic Training in the EU to foster mutual understanding and a common culture based on the values enshrined in EU Treaties. Eighteen classes of the EBCG SC officers have already been successfully trained for which we express our gratitude to all the engaged trainers as this would have never been possible without their invaluable contribution.

The updated in 2025 concept of the Programme addresses the diverse roles and responsibilities within the standing corps, hence, four distinct **Operational Training Programmes (OTP)** have been developed, each designed to align with the new organigramme. The OTP is tailored to officers, supervisors, managers and contingent commanders, applicable to the **Frontex Chain of Command** for standing corps (FC2).

The Programme will be implemented in the upcoming iterations in 2026 - 2027 to train approximately 450 staff members to be able to perform the assigned tasks. The Agency therefore strives for expanding the existing pool of national trainers who are key assets in reinforcing border security and management training. The enlargement of the pool of national trainers is necessary to deliver the Programme adequately.

The duration of the upcoming iteration of the OTP spans from November 2026 to September 2027, including practice on the external borders (Experiential Learning Phase - ELP) in line with the established calendars (see Annex III). The Programme for the EBCG SC Cat.1 is delivered based on the training package, which is designed in cooperation with MSs, SACs as well as Frontex Business Units during the development phase.

Please kindly nominate new trainers to support the Programme delivery. Detailed description of the Programme, modules, areas of expertise required for each module and additional qualifications are outlined in the Annex I and II accompanying this Call. The nominations (please see the nomination form - Annex II) and nominated trainers' CVs shall be sent to HoU.Academy@frontex.europa.eu

Please note that the Agency is dedicated to promoting gender equality at all levels. The Agency is strongly encouraging the applications of female candidates.

Please note that, in order to be eligible, the candidate must:

1. be a national of one of the EU Member State or Schengen Associated Country;
2. be in active employment by MS / SAC authorities;
3. have a thorough knowledge of the English language to the extent necessary for the successful delivery of the training (Common European Framework of Reference for Languages: minimum required level B2);
4. possess at least 5 years' work experience in one of the areas listed in the Areas of Expertise (see Annex 2):
 - a. alternatively, have at least 3 years' experience in providing basic training to border/coast guards (SQF for BG level 4) as a trainer and/or facilitator on a national, regional and/or international level.
 - b. alternatively, have at least 4 years' experience in providing trainings/workshops, or in delivering presentations, speeches, operational briefings on a national, regional and/or international level in one or more areas listed in the Areas of Expertise.

As per the Frontex Quality Assurance system, trainers are supposed to prove their language skills in the English language at the B2 level of the Common European Framework of Reference for Languages. The nominated trainers will be also enrolled in the dedicated training methodology course.

Please be kindly informed that the Programmes, all session plans, presentations as well as handouts will be provided to the trainers.

The deadline for nominations is **30 September 2026**. For further details on the OTPs and the application process, please contact us at HoU.Academy@frontex.europa.eu

Moreover, the nominated trainers will join the **European Border and Coast Guard (EBCG) Trainer Community**: a network designed to unite trainers across Europe. As a member, they will have a unique opportunity to participate in a variety of workshops and seminars, providing a platform for continuous learning and professional development.

The EBCG Trainer Community offers a supportive environment where trainers can contribute their expertise, gain insights from fellow trainers, and stay at the forefront of evolving training methodologies.

Frontex will reimburse the travel and accommodation costs and will provide daily subsistence allowance (DSA) based on the regular reimbursement rules adopted by the Agency and specified in the Annex 4.

Your contribution will ensure the successful high-quality training of the EBCG Standing Corps category 1 who will be ready to face future challenges at the EU external borders.

We look forward to your application and welcoming you into our pool of trainers.

Yours faithfully,

Electronically signed

Paolo Majoli

Head of European Border and Coast Guard Academy

CC: NTCs and PAs of all MSs and SACs

Annexes:

1. Programme and module overview
2. Nomination form
3. OTP implementation calendar 2026/2027
4. Reimbursement rules



Annex 1

Programme and module overview

The establishment of standing corps, pursuant to Article 54 of the European Border and Coast Guard Regulation, is followed by the implementation of the organisational management structure by which the Agency ensures consistent execution of operational activities through efficient management of the standing corps. Frontex Chain of Command for Standing Corps (FC2) defines the roles and responsibilities of Frontex SC and Frontex HQ staff members accountable for the operational and functional hierarchy at different levels. Introducing a new chain of command typically involves training all relevant personnel about the changes, roles, and responsibilities. Therefore, the training Programme for the EBCG SC cat. 1 addresses the new FC2 reflecting the Frontex field Contingent hierarchical system where authority and responsibility flow from top to bottom. Furthermore, taking into consideration the efficiency and effectiveness of the training, the Programme advances learning on profile, leadership, and managerial competences by offering dedicated Modules for front-line officers as well as Group and Section Leaders.

The Operational Training Programme 2024 had two major developments, where training of several profiles is embedded into the structure of the Programme. Secondly, operational management training according to Frontex FC2 was provided to all levels, from the Frontex Group Leader (FGL) up to the Frontex Contingent Commander (FCC). The amendments were visible already in the name of the Programme: Operational Training Programme for European Border and Coast Guard Standing Corps cat. 1 (OTP for EBCG SC cat. 1) - for Frontex Contingent Commanders (OTP_C); Section Leaders (OTP_SL); Group Leaders (OTP_GL) and Officers level (OTP_O).

The concept of FC2 is implemented in the training of all levels. Moreover, the OTP aims to expand professional competences of the SC cat. 1 towards the profiles of debriefer (DBR), information officer (IO), cross-border crime detection officer (CBCDO) - land border, motor vehicle crime detection (MVCD), and advanced basic document officer (ABDO). The mentioned profile training is embedded in the OTP of target groups SC cat.1 FGIV and ASTIV (OPT_O and OPT_GL). In addition, the AST IV group receives training of Frontex tactical support officers' logisticians (FTSO logistics).

To develop leadership and managerial competences, the Operational Leadership Training, complemented by skills related to the responsibilities of Frontex tactical support officer, is offered to members of the standing corps assigned to Group and Section Leaders' tasks (OTP_GL and OTP_SL). Section Leaders and Deputy Contingent Commanders are to continue with Operational Management Training adapted to Frontex FC2. A specific Module in the Programme enables the progression of learning towards managerial competences for future Section Leaders, chief of logisticians, Deputy Contingent Commanders, and other senior management in the FC2 structure - OTP Section Leaders (OTP_SL, OTP_C).

Therefore, four tailored versions of the OTP (OTP_Officers (FGIV), OTP_Group Leaders (AST4), and OTP_Section Leaders (ADs) and OTP_Frontex Contingent Commanders (AD10)) have been developed to address the needs of dedicated SC cat. 1 groups undergoing the training. The OTP for the EBCG SC cat. 1 is aligned to Sectoral Qualifications Framework for Border Guarding (SQF for BG) and, consequently, follows Bologna and Copenhagen principles of lifelong learning. The taught component is complemented by a practical part (experiential learning phase - ELP) on the EU borders, as applicable.

In line with the progression of learning, each class starts from the same core competences (SQF level 5) that enabled further development towards requested skills and capabilities (SQF level 6) as per profiles, tasks, and responsibilities related to the post. Following the Regulation, the Programme is based on the Common Core Curricula for Basic and Mid-Level Management Training for the European Border and Coast Guards (CCC Basic and CCC ML), thus harmonising with the training delivered for the EBCG on the

national level.

A learner-centred approach to teaching and learning is adopted to capitalise on the officers' professional experience and knowledge. The focus is on the application of acquired knowledge and skills in the work environment, providing an opportunity for self-reflection and application of effective leadership and management in context. The Programme is implemented independently to the described above OTP_O, OTP_GL or OTP_SL or OTP_C.

The further update of the OTP in 2025 was conducted as part of the continuous improvement process aimed at ensuring the Programme's relevance, quality, and alignment with evolving operational realities. The updated current version places a stronger focus on job-specific competences and revises the Module learning outcomes to make them more concise, measurable, and directly linked to operational performance. Content adjustments were made to better reflect the requirements introduced by the Pact on Migration and Asylum, ensuring coherence with the EU's most recent policy and operational framework. The renewed structure also enhances the practical dimension of the training, enabling participants to demonstrate competence in realistic operational settings and fostering a stronger connection between learning outcomes and the daily tasks of Standing Corps officers deployed in different operational environments.

The Programme is supported by an experiential learning phase (ELP) which immerses participants in operational realities at the domains of EU external borders and may include training on the use of mobile surveillance systems (MSS) and/or on additional off-road driving.

Operational Training Programme for European Border and Coast Guard Standing Corps cat.1 - Officers

The OTP_O is designed to develop operational competences of front-line officers responsible for carrying out European border and coast guard duties with respect for fundamental rights and values, ethical behaviour and common European border and coast guard culture, responding to regular situations independently, and to complex situations as a member of a team at the land, air, and sea borders. The OTP_O extends learning towards job competences applicable for profiles of debriefer (DBR), information officer (IO), cross-border crime detection officer - land (CBCDO-land), motor vehicle crime detection (MVCD), and advanced basic document expert (ABDO). The training is supported by the experiential learning phase on all three domains of EU borders: land, air, and sea. Furthermore, ELP can include training on mobile surveillance system (MSS). The European border and coast guard officer profile is granted on successful completion of the OTP_O. The profiles listed above are assigned and can be activated after positive assessment of the hands-on training period that shall follow graduation from the OTP_O.

The OTP_O, is composed of eight thematically organised Modules, as follows:

- Module 1: Generic Studies (oGS);
- Module 2: Legal Basis of Border and Coast Guard Activities (oLS);
- Module 3: Tactical and Force Measures, Firearms Training (oTAC);
- Module 4: Border Checks (oBC);
- Module 5: Land and Maritime Border Surveillance (oBS);
- Module 6: Prevention, Detection and Combating Cross-Border Crime (oCBC);
- Module 7: Return (oRET);
- Module 8: Profile Training (oPRO)

Operational Training Programme for European Border and Coast Guard Standing Corps cat.1 - Group Leaders

The OTP_GL is designed to develop operational competences of SC cat.1 officer nominated as Frontex Group Leader who beyond his/her tasks as member of the team, supports the implementation of the respective operational activity and leads the Frontex Contingent at the group level (Frontex Group Leader - FGL). SC cat.1 officer with any profile may be assigned as FGL based on their training, knowledge, experience, and competencies as well as based on the composition of the teams at the local level. Group Leader acts under supervision of Frontex Section Leader and reports directly to him/her following the Frontex chain of command. The OTP_GL aims to equip the SC cat.1 officers responsible for leading European border and coast guard groups with competences applicable for a Group Leader.

The Programme develops operational competences gradually starting from the front-line officers and patrol leader responsible for carrying out European border and coast guard duties with respect for fundamental rights and values, ethical behaviour and common European border and coast guard culture, responding to regular situations independently, and to complex situations as a member of a team at the land, air, and sea borders. During Semester 2 the OTP_GL expands learning towards job competences applicable for profiles of debriefer (DBR), information officer (IO), cross-border crime detection officer - land (CBCDO-land), motor vehicle crime detection (MVCD), and advanced basic document expert (ABDO), to continue with the leadership training. The leadership component is extended also to specific logistics tasks relevant to Frontex operational tactical support. The training is facilitated by the experiential learning phase on all three domains of EU borders: land, air, and sea. The European border and coast guard officer profile (EBCG) is granted on successful completion of the OTP_GL. Furthermore, the profiles listed above are assigned during the training and can be activated after positive assessment of the hands-on training period that shall follow graduation from the OTP_GL.

The OTP_GL is composed of nine thematically organised Modules, as follows:

- Module 1: Generic Studies (glGS);
- Module 2: Legal Basis of European Border and Coast Guard Activities (glLS);
- Module 3: Tactical and Force Measures, Firearms Training (glTAC);
- Module 4: Border Checks (glBC);
- Module 5: Land and Maritime Border Surveillance (glBS);
- Module 6: Prevention, Detection and Combating Cross-Border Crime (glCBC);
- Module 7: Return (glRET);
- Module 8: Profile Training (glPRO);
- Module 9: Operational Leadership Training for the Frontex Group Leaders (glOLT)

Operational Training Programme for European Border and Coast Guard Standing Corps cat.1 - Section Leaders

The OTP_SL is designed to develop operational competences of SC cat.1 officer nominated as Frontex Section Leader (FSL) who represents the second layer of the Frontex chain of command (FC2) hierarchy. The Section Leader shall support the implementation of operational activity and lead the Frontex Contingent on the Section level. While fulfilling the tasks, FSL reports directly to Frontex Contingent Commander (FCC) or Deputy Frontex Contingent Commander. To ensure business continuity FSL is deputised whenever needed by Deputy Frontex Section Leader (DFSL) chosen from Group Leaders in his/her Section. FSL is responsible for managing, monitoring, and evaluating the implementation of operational activities in the Section based on the operational plans, including the respect for fundamental rights and the report of potential non-compliance. The OTP_SL aims to equip the SC cat.1 officers responsible for managing European border and coast guard Section with competences applicable for a Section Leader.

The Programme develops operational competences gradually, starting from the front-line officers and patrol leader responsible for carrying out European border and coast guard duties with respect for fundamental rights and values, ethical behaviour and common European border and coast guard culture, responding to regular situations independently, and to complex situations as a member of a team at the land, air, and sea borders. The Module on return covering the overall knowledge and on-the ground support sums up Semester 1. During Semester 2 the OTP_SL expands learning towards job competences pertinent for operational leadership and management. The leadership training is provided from the perspective of a Group Leader. The leadership component is extended by tasks relevant to Frontex operational tactical support. Furthermore, the profile training for Frontex Tactical Support Officer - Logistics is delivered to shape the skills for logistical and practical support in the deployment of human resources and technical equipment and supply and service delivery. The competences of a Group Leader (FGL) are further developed during a dedicated Module on the management training for Frontex Section Leader (FSL). The content aims to exercise leadership and managerial tasks of FSL in the operational activities related to establishment and management of contingent, including return related matters. The taught component is facilitated by the experiential learning phase on all three domains of EU borders: land, air, and sea. The European border and coast guard officer profile (EBCG) is granted on successful completion of the OTP_SL. Furthermore, the appointment may follow to certain managerial roles such as Frontex Section Leader, Deputy Frontex Section Leader (DFSL) or Deputy Frontex Contingent Commander (DFCC).

The OTP_M is composed of nine thematically organised Modules, as follows:

- Module 1: Generic Studies (slGS);
- Module 2: Legal Basis of European Border and Coast Guard Activities (slLS);
- Module 3: Tactical and Force Measures, Firearms Training (slTAC);
- Module 4: Border Checks (slBC);
- Module 5: Land and Maritime Border Surveillance (slBS);
- Module 6: Prevention, Detection and Combating Cross-Border Crime (slCBC);
- Module 7: Return (slRET);
- Module 8: Operational leadership training for the Frontex Group Leaders (slOLT) ;
- Module 9: Operational Management Training for the Frontex Section Leaders (slOMT)

Operational Training Programme for European Border and Coast Guard Standing Corps cat.1 - Commanders

The Operational Training Programme for Frontex Contingent Commanders is designed to develop operational competences of SC cat.1 officer nominated as Frontex Contingent Commander (FCC) or Frontex Deputy Contingent Commander (Deputy FCC), who represents the highest layer of the Frontex chain of command (FC2) hierarchy. The FCC leads the implementation of the respective operational activity acting as Frontex Coordinating Officer (FCO), as stipulated in Article 44 of the Regulation, and oversees the assigned Frontex Contingent. The FCC is a superior to all members of Frontex Contingent (FC), including FCC Support Team, members of teams and other staff deployed in the operational area.

The Programme develops operational competences gradually, starting from the awareness sessions on the task and responsibilities of front-line officers and patrol leader for carrying out European border and coast guard duties with respect for fundamental rights and values, and the common European border and coast guard culture, guided by ethical standards (Semester 1), through the job competences pertinent for operational leadership and management (Semester 2). The operational leadership training is provided from the perspective of a Frontex Group Leader (FGL) and extended by tasks relevant to Frontex operational tactical support. Furthermore, the professional competences are further developed during a dedicated Module on the operational management training for Frontex Section Leader (FSL). The content aims to exercise leadership and managerial tasks of FSL in the operational activities related to establishment and management of Contingent, including return related matters.

Additionally, the OTP_C training is followed by a Module on Leadership and Organisational Development in Border Management, that constitutes a part of European Joint Master's in Strategic Border Management (EJMSBM) Programme coordinated by Frontex. It enables further development of leadership

and organisational competences of FCC by managing the change and implementing strategic planning by being reactive to the common EU frameworks, policies, strategies, standards and to the operational challenges of daily duty. The taught component is facilitated by the experiential learning phase that focuses on comparative analysis and reflection. Through a balanced combination of theoretical knowledge, practical skills, and experiential learning, the OTP_C ensures that newly deployed FCC are fully equipped to perform their operational tasks effectively, lawfully and safely, while contributing to the integrated management of the EU's external borders. The European border and coast guard officer profile (EBCG) is granted on successful completion of the OTP_C. The appointment to managerial roles of FCC or Deputy FCC may follow.

The Programme is implemented independently to the described above OTP_O, OTP_GL or OTP_SL.

The OTP_C is composed of nine thematically organised Modules, as follows:

- Module 1: Generic Studies (cGS);
- Module 2: Legal Basis of European Border and Coast Guard Activities (cLS);
- Module 3: Tactical and Force Measures, Firearms Training (cTAC);
- Module 4: Border Checks (cBC);
- Module 5: Land and Maritime Border Surveillance (cBS);
- Module 6: Prevention, Detection and Combating Cross-Border Crime (cCBC);
- Module 7: Return (cRET);
- Module 8: Operational leadership training for the Frontex Group Leaders (cOLT);
- Module 9: Operational Management Training for Frontex Contingent Commanders (cOMT)
- Module 10: Leadership and Organisational development in Border Management (cEJMSBM)

Module overview

Module 1 Generic Studies

This module opens the Operational Training Programme for EBCG Standing Corps cat.1 with the necessary knowledge, skills, and competences for further professional development. The Module provides learners with an overview of EBCG SC cat.1 and the Agency's internal procedures, emphasizing values, ethical conduct, adherence to fundamental rights, and cultural considerations. Furthermore, it introduces the Frontex Code of Conduct and discipline matters specific to the EBCG SC cat.1 operational environment. Throughout the entire duration of the Module, the rules governing behaviour and promoting proper discipline play a crucial role. Learners are progressively introduced to various communication skills and elements of applied psychology to enhance their capacity to collaborate in an international environment and function effectively as part of a team. They are instructed in basic skills essential for border surveillance and operations in remote areas, out of the usual communication grid. They learn to navigate with a map and a compass, how to use different communication techniques and tools, as well as basic first aid procedures. The preparation for the physical training that is part of Module 3 (horizontally integrated) starts already at the beginning of the training and takes the form of organised morning exercises such as jogging and gymnastics. Training on tactical and force measures, the use of firearms (Module 3) and fundamental rights also begins and continues throughout the entire OTP. Additionally, the water rescue (basic) commences. The Training Camp opens the Module and is delivered outside of Training Centre enabling learners' integration, team building and exercise related to formation style and marching.

Module 2 Legal basis of European border and coast guard activities

The aim of the Module is to introduce the learners to the necessary knowledge, skills, and obligations vital for the execution of tasks regarding the EU border and coast guard strategy, legislation, and implementation challenges. Module 2 encompasses topics that allow learners to articulate the provisions of EU and international law pertaining to the border and coast guard service and how to effectively

utilize this knowledge in their border and coast guard duties. Emphasis is given to strengthening critical thinking and developing the ability to explain and justify the relevance of certain laws, policies and provisions in the operational context. Upon completion of the Module, the learners shall have knowledge and understanding of a range of the EU border and coast guard key strategies, main legislation and the provisions concerning their implementation relevant for EBCG SC cat. 1 task related to activities at land, air, and sea border, namely: a range of EU and international law, policies, and procedures; processes, rules, and procedures for interacting with cooperating agencies and other organisations during border and coast guard activities, in accordance with EU and international law; a range of key provisions of EU and international law related to countering cross-border crimes.

Module 3 Tactical and force measures, firearms training

The aim of the Module is to ensure that the EBCG SC cat. 1 officer are able to use tactical and force measures and firearms under pressure proportionate to the threat, as a last resort, after every reasonable effort has been made to resolve a situation through non-violent means, including by means of persuasion, negotiation, or mediation, and with respect for legislation and fundamental rights.

The Module includes specific tactics used by the EBCG SC cat.1. Therefore, the training methods and techniques are harmonised in the respective manual for trainers European Border and Coast Guard Standing Corps Category 1 Basic Training, Good Practices in the Training of Force Measures, Firearms and Tactical Procedures, Trainer's Manual.

The training on the use of force covers theoretical and practical aspects in relation to prevention and the use of force. The Module consists of psychological training (including training in resilience and working in situations of high pressure), as well as techniques to prevent the use of force, such as negotiation and mediation. The practical training is preceded by obligatory theoretical training on the use of force, weapons, ammunition, equipment, and on applicable fundamental rights safeguards.

The features of the Module, tactical and force actions, firearms instruction, and relevant issues are also integrated horizontally into the activities conducted as part of other Modules, specifically the Border Checks Module, Land and Maritime Border Surveillance, and Return Module. The physical training, together with water rescue (basic), composes an integral part of Module 3. Physical training is delivered through the entire duration of the OTP and assessed at the end of each Semester. The physical activities are designed based on the physical skills needed for border and coast guard duties. The water rescue (basic) is carried out in Semester 1 only and builds the skills based on core competences assessed during recruitment.

Module 4 Border checks

The aim of the Module is to provide learners with the capability to carry out a wide range of first-line border checks at the MSs/SACs external borders to determine if a person is authorized to enter or leave the territory of the state concerned, to detect illegal cross-border activities involving persons, documents, possessions, and means of transport and to carry out a defined range of second line border checks that involve utilizing technical devices and consulting relevant databases to verify the authenticity of travel documents. Learners also gain competence in conducting interviews, screenings, registration, fingerprinting, and detecting forgery on a basic level.

Upon completion of Module 4, the learners are prepared to assume the responsibility for initiating first actions based on profiling results during border control activities, in accordance with relevant legislation, established procedures and rules, respecting fair and bias-free treatment, non-discrimination and human dignity, to gather information for risk analysis purposes in the context of border checks, and to share the collected information. The theoretical sessions of the Module are followed by practical exercises and field-training in simulated and real circumstances (field visits).

Module 5 Land and maritime border surveillance

The Module of border surveillance offers competences to carry out border surveillance in a designated area at the MSs/SACs external land borders and airports and in non-EU Countries, responding to regular situations independently, and to complex situations as a member of a team, by operating relevant technical equipment, detecting and apprehending persons having crossed or having attempted to cross the border illegally, and documenting all relevant actions by using defined methods and technology.

Furthermore, all learners receive training to obtain a limited range of basic competences for sea border surveillance related tasks, as well as to apply the results of profiling analysis and gather information for risk analysis in the context of border surveillance.

Additional focus of the Module is on Tactical Emergency Casualty Care (TECC) to address life-threatening injuries in the operational environment and during border surveillance tasks. Learners must assess a situation and combine tactical control of the situation with medical skills to evaluate and address the condition of a casualty. Simulation's scenarios address the practical aspects and enable the learners to apply all theoretical aspects in practice.

The main purpose of border surveillance is to prevent unauthorized border crossings, to counter cross-border criminality and to take measures against persons who have crossed the border illegally. The Module, therefore, includes the main principles of operative surveillance management system, in accordance with EU legislation and fundamental rights.

Module 6 Prevention, detection and combating cross-border crime

The Module is devoted to prevention, detection, and combating cross-border crime. It provides the learners with knowledge about different types of cross-border offences, skills to apply procedures and basic principles of crime detection by means of border control measures, to conduct interviews with potential victims, suspects, and witnesses, and to refer relevant information to competent authorities. The Module continues with elements of forensic methods to allow the learners to protect, document, and examine a crime scene. Furthermore, they learn how to collect, preserve, mark, and evaluate evidence found at a crime scene. Issues of personal safety are also covered in Module 6. During the learning process, the EBCG SC cat. 1 get familiar with cross-border crime. They are taught about detection of crimes and administrative offences as well as forensic methods that could support the work of investigators. By completing the Module, learners gain the knowledge, skills, and responsibility and autonomy required to recognise and detect the main relevant cross-border crime activities at, along, and in the proximity of the EU external borders, and if any form of cross-border crime is detected, respond with a comprehensive action, in compliance with the law and fundamental rights, and within the principles of operational tactics.

Module 7 Return

Module 7 provides learners with the competences for performing basic level return-related tasks as a member of a team in non-complex, routine situations in the ground support related tasks, such as administrative and operational assistance during the organisation and/or implementation of return activities, support to the forced-return escort and support officer as well as the return specialist, and support the implementation of the pre-departure phase of the return operation, excluding escorting functions.

Module 8 Profile training

The Module consists of five Chapters, each dedicated to different profile competences in line with the profile definitions described in the Management Board Decision 6/2025 of 26 March 2025⁴⁹. It advances the learning provided during Semester 1 towards the profiles of information officer (IO), debriefer (DBR), cross-border crime detection officer (CBCDO) - land border and extends to motor vehicle crime detection (MVCD). In addition, the advanced basic document examination training is provided as a prerequisite to the advanced document expert profile after gaining relevant experience at the border. Learners become familiar with information collection and exchange in the context of situation monitoring, vessel tracking, and other EUROSUR Fusion Services related to maritime surveillance (EFS) as well as with Frontex Surveillance Aircraft (FSA). Furthermore, in relation to the debriefer profile, debriefing and screening activities are introduced through the Frontex debriefing Interview Model and reporting on dedicated platforms. Building on Module 4 competences, learners undergo advanced training on documents examination and have the opportunity to acquire additional skills in document fraud detection based on primary and advanced security features and printing techniques, as applicable for level 1 competence A (basic).

The role, tasks, and responsibilities of the CBCDO are taught in the context of the land border, with emphasis on risk analysis, communication, cooperation, and reporting in the realm of cross-border crime detection. The Chapter covers motor vehicle detection through practice with vehicle checks and establishing vehicle identity manipulations, as well as tactical response to the detection of manipulations.

Module 9 Operational Leadership Training for the Frontex Group Leaders

The Module's objective is to enhance leadership skills necessary for operational activities of the Agency within the Frontex Contingent chain of command structure (FC2).

The content of the learning builds on the job competences developed during relevant Sessions of the Semester 1 (among others, Sessions on leadership, situational leadership, etc.). The main emphasis is placed on operations and situational management within the EBCG Standing Corps team, while also highlighting oversight of resources, logistics, and administrative tasks assigned to Group Leaders.

Learners acquire knowledge and skills necessary for leading a group effectively, following the chain of command and operational procedures, and taking the responsibility for fostering a group dynamic that promotes fundamental rights, professional standards, and organisational values. Additionally, the duties of Group Leaders related to the operational response constitute an important part of the Module, shaping the skills for tasks relevant to pre-deployment, arrival, deployment, and departure phases of officers in Frontex coordinated operations.

The learners receive extended training on logistics that is essential for providing logistical and organisational support to the Agency's operational assets. Chapter 2 of the Module outlines rules of generic logistics and offers training on practical support in the deployment of human resources and technical equipment, including supply chain management plans and service delivery.

Module 9 Operational Management Training for the Frontex Section Leaders
Module 9 Operational Management Training for Frontex Contingent Commanders

The objective of the Module is to enhance the leadership skills of mid-level managers (Section Leaders and above) in the standing corps, enabling them to effectively carry out operational tasks within the Frontex Contingents chain of command structure (FC2).

This Module guides them through the theoretical foundation and prepares them for the role of a mid-level manager, in particular for the task of Frontex Section Leader. It encompasses various aspects such as understanding the establishment, implementation, and management of Frontex Contingents, and effectively responding to operational situations related to border checks, border surveillance, and return-related activities. The Module is delivered through a range of practical exercises, such as cumulative table-top exercises, case studies, simulations, group discussions, and more.

The Module covers the command-and-control structure, relevant change management skills, Frontex internal control and disciplinary measures, the multiannual strategic planning cycle, administration, budget, and procurement rules, as well as appraisal, management of human resources, cooperation, and communication matters pertinent to the role of Section Leader or Deputy Commander. Learners draft Contingent-level implementation plans necessary in the establishment phase of Frontex Contingents and operations, including return-related activities and logistics. Additionally, they practice operational human resources management, handle financial matters, oversee technical and logistical administration, ensure safety on duty, and uphold fundamental rights.

The practical exercises target coordination of border checks and border surveillance-related activities, including cases involving the use of force, in cooperation with competent authorities and agencies and within the framework of operational management of Frontex Contingents, Sections, and joint operations. The learners are instructed on how to manage Tactical Emergency Casualty Care (TECC) situations by focusing on preparedness and reaction capabilities and establishing operational and contingency plans.

The Module includes drafting operational and contingency plans concerning border checks and border surveillance based on risk analysis. It enables learners to handle operational situations, evaluate return-related plans, activities, and processes, provide valid justification for any actions to be taken, and ensure compliance with the legislation and Frontex procedures and guidelines while upholding human dignity and fundamental rights. The last Chapter is focused on coast guard functions. The content is designed around management and coordination of maritime joint operations and multipurpose operations, SAR operations at sea, maritime safety and security, maritime environmental protection, and fisheries control.

Further development of job competences as applicable for the Frontex Contingent Commander shall be ensured by following the accredited Module on Leadership and Organisational Development in Border Management (EQF 7; 5 ECTS), which is a part of the dedicated programme for that group.

Module 10 Leadership and Organisational Development in Border Management (EQF Level 7) (for Field Contingent Commanders)

(5 ECTS credits) - The Module focuses on the enhancement and further development of leadership and organisational competencies of European Border and Coast Guard leaders to: introduce change management procedures, promote fundamental rights and implement strategic planning. Border guard organisations have to be able to adjust own organisation structures, procedures and practices (organisational development), border and coast guard managers have to manage and lead organisational changes (leadership), and all border and coast guard professionals have to be ready to accept and implement organisational changes. The module provides theoretical and practical frameworks with the aim to equip learners for their role of change agents. All border and coast guard managers have to be responsive to the common EU frameworks, policies, strategies, standards and also to the operational challenges they face in daily work. The aim of this module is to develop leadership and organisational development competences that facilitate continuous development, interoperability, cooperation and harmonisation in the context of EU border guarding management.



Nomination form

Please fill in this application form electronically¹.

Country: _____
 Organisation: _____
 Name and Surname: _____
 Email: _____
 Contact mobile number: _____

Eligibility criteria

	Criteria	Mark if yes	Remarks
1	Be a national of one of the EU Member State / Schengen Associated Country		
2	Be in active employment by MS / SAC authorities		
3	Have a thorough knowledge of the English language to the extent necessary for the successful delivery of the training (Common European Framework of Reference for Languages: minimum required level B2)*		
4	Possess at least 5 years' work experience in one of the areas listed in the Areas of Expertise below.		
4a.	alternatively, have at least 3 years' experience in providing basic training to border/coast guards (SQF for BG level 4) as a trainer and/or facilitator on a national, regional and/or international level.		
4b.	alternatively, have at least 4 years' experience in providing trainings/workshops, or in delivering presentations, speeches, operational briefings on a national, regional and/or international level in one or more areas listed in the Areas of Expertise		

*As per the Frontex Quality Assurance system, trainers are supposed to prove their language skills in the English language at the B2 level of the Common European Framework of Reference for Languages.

¹ The candidates personal data is processed by Training Unit in accordance with Article 6(1)(b) and (c) of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) and with Article 5(1)(b) and (c) of Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC. The purpose of processing personal data is to enable the candidate to participate in Frontex training activities. The controller for personal data protection purposes is Training Unit which will act in regard to the responsibilities related to the compliance with the obligations set under Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016.
 Should a participant have any query concerning the processing of his/her personal data he/she shall address them to the Training Unit (HoU.TRU@frontex.europa.eu) or to Frontex Data Protection Officer (dataprotectionoffice@frontex.europa.eu).

If a trainer is not a native English speaker, the trainer is required to provide evidence of the level of his/her command of the English language. The evidence may take the following forms: a) substantial education BA or MA or equivalent) conducted in English; b) valid certificate at the B2 level or equivalent. Where a certification is not available, Frontex reserves the right to assess the level of English proficiency.

Areas of Expertise

Subject-matter expertise (please mark with an X where applicable):

Content	Expertise (X)	Provisional availability (see the calendar attached)	Remarks
Module 1 Generic Studies			
Development of border control			
Applied psychology			
Communication skills and public relations			
Cultural diversity			
Professional ethics			
Fundamental rights			
Physical training			
Rescue swimming			
ICT, European and international databases			
Radio communication, operational environment, land navigation, operating in various weather and terrain conditions			
First aid and occupational safety			
Module 2 Legal basis of European border and coast guard activities			
EU border and coast guard strategies, legislation, and implementation			
Schengen acquis			
The Schengen Borders Code, EU Schengen Catalogue on External Borders Control and			
European Integrated Border Management			
Air borders related EU and International law			
Land borders related EU and International law			
Sea borders related EU and International law			
Types of cross-border crimes			

Module 3 Tactical and force measures, firearms training			
Firearms: • Advanced gun handling, marksmanship and shooting skills • Tactical Decision Making and Shooting under the stress skills, weapons training			
Restrain/self-defence techniques and use of Non-lethal Weapons: • De-escalation techniques and non-verbal communication skills • Legal and ethical use of force knowledge • Advanced restraint techniques			
Law Enforcement Tactics and Use of Force for Interventions: • Basics in urban and rural operations and hostage negotiation • Building entry and clearing (CQB) knowledge and skills			
Border Protection First Response (Crowd Management): • Crowd Psychology knowledge • Crowd control techniques			
Safe and Anticipatory Driving, Emergency Driving, Pursuit Driving: • High-risk driving conditions skills • Vehicle command and control knowledge • Off-road driving skills			
Physical Training: • Basics of physical training knowledge • Injury prevention and recovery knowledge • Resilience training knowledge			
Water Rescue (Basic)			
Module 4 Border checks (first line, second line, document examination, specific checks at land, air, sea)			
Border checks related strategies, legislation and implementation • Border checks in Schengen Borders Code and Practical Handbook • Visa Code, Visa Code Handbook and Visa Information System (VIS) • Residence cards and residence permits • ETIAS and Entry/Exit System			

• Border checks related profiling • Border checks related risk analysis indicators			
First line border checks: • Systematic check and thorough check in the first line ◦ Persons enjoying the community right of free movement ◦ Entry conditions for third country nationals ◦ Border checks on persons -Thorough check ◦ Chronology of first line border checks ◦ Differences between systematic and thorough check ◦ Calculation of the duration of stay ◦ Identification of vulnerable persons ◦ Cases to be referred to second line, decision making and reporting mechanism • First line databases • Border check interview in the first line • Special rules for checks on certain categories of persons • Stamping of travel documents • Technical devices used in first line border checks			
Second line border checks: • Second line databases • Second line interview • Screening activities • Registration and fingerprinting of persons • Refusal of entry • Issuance, revocation, annulment, and refusal of visas at the border • Relaxation and reintroduction of border checks • Reporting in border checks-related operations and activities • Technical devices used in second line border checks			
Document examination • Standardisation and basics in documents used for travel • Substrates (paper and polymers basic) • Conventional printing techniques (basic) • Additional security features			

• Passport production • Personalisation techniques (basic) • e-Documents and barcodes • False and fraudulent documents (definitions and types) • Facial features comparison, and impostor detection			
Border checks at airports: • Border checks at the airport specific legislation • Risk analysis and profiling for the border checks at the airport • Airport specific operational environment • Safety and security in the context of border check activities at the airports • Infrastructure, equipment, and technology for border checks at the airport • Pre-arrival checks • Aircraft and airport gate checks, and checks on private flights • Airport specific cooperation • Procedures related to vulnerable persons and persons seeking international protection at airport			
Border checks at land borders: • Border checks at the land borders specific legislation • Safety and security in the context of border check activities at the land borders • Risk analysis and profiling for the border checks on land borders • Land border checks specific operational environment, tasks of border guards at the land Border Crossing Points • Infrastructure, equipment and technology for border checks at land borders • Monitoring and regulating traffic, the surveillance system of the area surrounding a land BCP • Checks on road traffic (control of vehicles) • Checks on rail traffic • Checks on lakes and rivers • Local border traffic • Cooperation at the land Border Crossing Point with local authorities			
Border checks at sea borders: • Border checks at the sea borders specific legislation			

• Safety and security in the context of border check activities at the sea borders • Sea border checks specific operational environment • Risk analysis and profiling for border check activities at the sea borders • Infrastructure, equipment and technology for border checks at sea borders • Border check activities at sea Border Crossing Points • Border check activities at sea (on board) • Checks on cruise ships • Checks on pleasure boats • Border checks on coastal fishing boats • Checks on ferry connections • Cooperation in border check activities at the sea borders			
Module 5 Land and maritime border surveillance			
Border surveillance at land borders: • Legislation • competence and territorial jurisdiction • role of duty officers • profiling & risk analysis in land border surveillance • operational radio communication			
Tactical planning of land border surveillance patrol, patrol tasks and duties in border surveillance and situational leadership-patrol level			
Border surveillance at lakes/rivers and/or in mountainous terrain			
Basics of topography and orienteering			
Land search and rescue			
Off-road tactical driving			
Technical surveillance systems at land borders			
Maritime border surveillance			
Maritime search and rescue			
Coast guard functions			
Tactical Emergency Casualty Care (TECC)			
Module 6 Prevention, detection and combating cross-border crime			
Prevention, detection and combating cross-border crime.			

Types of indicators and modi operandi of cross-border crimes; constituent elements of a crime			
Trafficking in human beings and smuggling of migrants			
Cross-border crime related to vehicles and vessels			
Smuggling of drugs and precursors			
Smuggling of excise goods			
Terrorism, extremism, radicalisation and countermeasures			
Smuggling of weapons, weapons of mass destruction, ammunition and explosives and CBRN			
Nature and environmental cross-border crime			
Money laundering and financial cross-border crime			
Principles of interviewing; Interviewing ethics; investigative interviewing techniques and tactics; working with an interpreter; definitions of motive, alibi, wilful and negligence; Border and coast guard as a witness in court; Dealing with a victim of crime, suspect, witness			
Introduction to forensic science: • Personal safety and protection of a crime scene • Forensic techniques • Forensic evidence • Techniques for documenting criminal scenarios. • Crime Scene Management - practical			
Module 7 Return			
Introduction to return, Preparation for return, Readmission,			
Post-Return Assistance and Return Counselling			
Return operations			
Module 8 Profile training			
Advanced Basic Document Expert (ABDO): documents check expert with more skills/ knowledge/experiences (intermediary level between Basic and Advanced) in the following areas of expertise (please mark the relevant areas in the remarks)			
• Perspective of security documents and international and EU standards • Substrates • Inks • Conventional printing techniques • Personalisation techniques • Optically variable devices • Document examination, equipment, and chip technology			

• Biometric modalities, biometric systems, and inspection systems • Use of alerts, • Fundamental rights in document examination • Facial comparison and impostor detection			
Cross-border crime detection officer LAND: CBCD with one or more skills/ knowledge/ experiences in the following areas of expertise (please mark the relevant areas in the remarks)			
Roles, tasks and responsibilities of the CBCD (including Frontex contribution to tackling CBC)			
Communication, reporting and cooperation in the context of CBCD: • communication and information exchange • reporting • interagency cooperation			
Risk analysis and detection in the CBCD: interviewing techniques, proactive threat detection of terrorism as CBC, Risk analysis and profiling of passengers, Indicators of possible victims of THB, identification of possible risk indicators based on the customs regulation and documentation (status of goods at the borders, risk analysis/ risk indicators, customs seals), detection of smuggled excise goods and counterfeit goods (including Frontex involvement)			
Safety and security: general procedures and specific ones related to the vehicle search, detection, and management of dangerous and hazardous materials (firearms, explosives, and ammunition)			
Search of vehicles (cars, trucks, and bus): technical equipment, place of concealment and technics according to the type of vehicle			
Motor vehicle crime detection			
Detection of motor vehicle crimes, recognising emerging patterns of motor vehicle theft, ability to work with relevant databases, experience requesting information from manufacturers databases.			
Document expert: detection of falsified motor vehicle supporting documents and recognition of type of stickers security features and VIN manufacture methods			
Debriefing officer			
- Interviewing and screening - Debriefing of persons in irregular EU border crossing - Frontex debriefing interview model - cultural awareness of countries of origin and transit - migratory situation affecting operational areas (latest migration trends, travel patterns, modi operandi, main nationalities) - payment methods used by criminal networks in people smuggling - working with an interpreter/cultural mediator			

- reporting in Frontex joint operation reporting application			
- non-verbal communication			
Module 8 section leader (Operational leadership, group leader level)			
Leadership and supervision: • leading a group or a section (leadership); • leader's role and responsibilities in the context of safety on duty • supervising of border checks as a group leader; • supervising of border surveillance as a group leader; • supervising of return related activities as a FRESO coordinator; • leading a group as a first responder on a crime scene; • supervision of financial and technical resources;			
Stress management			
Change management			
Fundamental rights, cultural diversity, and professional ethics from the perspective of group management			
Module 9 Leadership training for the Frontex management and supervisory level for Section leader and Contingent Commander			
Change management			
Responding to operational situations on Contingent and Section levels, including return and logistics • Border checks related situations • Border surveillance related situations • Return-related situations • Tactical Emergency Casualty Care (TECC) and medical evacuation situations			
Management of coast guard functions • Maritime joint operations and MMOs • Search and rescue operations at sea • Maritime safety and security • Marine environmental protection • Fisheries control			
Module 10 Leadership and organisational development on border management (only for Contingent Commanders) (SQF level 7)			
Organisation theory and leadership concepts • The role of leadership in organisations			
Leadership and decision-making processes in the context of EU and international standards			
Organisational development in the context of EU standards			
Teamwork and team learning processes in border guard organisations			
Leading and managing change - ethical and fundamental rights implications			
Cultural and organisational behaviour implications for leadership and development			

The following are considered as assets:

Requirements	Mark if yes
1. Proven professional expertise in more than one subject matter area listed in the Area of Expertise Table.	
2. Experience in one or more Frontex joint operations.	
3. Successful completion of the Frontex Training Delivery Skills, Training Delivery Methodology course or Train-the-Trainer course.	
4. Involvement in the development or update of training programmes for the International, European, national, or local authorities within one or more areas listed in the Areas of Expertise below.	
5. Successful session delivery in previous iterations of the Basic Training Programme for the EBCG SC cat. 1.	
5.1. Development and/or delivery of previous specialised profile related training for debriefing officers.	
6. Have intercultural sensitivity and experience in working with international groups	

1. Concise Schedule of SLs (AD-8s) OTP program relevant with 13 learners in one (1) Group during Semester I and 37 learners divided in two (2) Groups during Semester II:

	SEMESTER I							SEMESTER II		
	Module 1: Training Camp as part of Generic studies (sGS & oGS)	Module 1: Generic studies (sGS & oGS)	Module 2: Legal basis studies (sLS & oLS)	Module 4: Border checks (sBC)	Module 5: Land and Maritime Border surveillance (sBS)	Module 6: Prevention, detection and combating CBC (sCBC)	Module 7: Return (Basic) (sCBC)	Final Exercise	Module 8: Operational Leadership (sOLT)	Module 9: Operational Management (sOMT)
Training activity planned	From Monday 16 Nov 2026 until Friday 27 Nov 2027	From Monday 30 Nov 2026 until Thursday 07 Jan 2027	From Friday 08 Jan 2027 until Wednesday 20 Jan 2027	From Thursday 21 Jan 2027 - Friday 19 Mar 2027	From Monday 22 Mar 2027 - Thursday 06 May 2027	From Friday 07 May - Wednesday 09 June 2027	From Thursday 10 to Tuesday 22 June 2026	From Monday 28 until Wednesday 30 June 2026	From Thursday 1 July 2027- Friday 30 July 2027	From Monday 2 Aug - Tuesday 21 Sep 2027
	(10 Working Days/ 80 Training Hours)	(20 Working Days/ 160 Training Hours)	(9 Working Days/ 72 Training Hours)	(42 Working Days / 336 Training Hours)	(30 Working Days / 240 Training Hours)	(21 Working Days / 168 Training Hours)	(9 Working Days / 72 Training Hours)	(22 Working Days / 176 Training Hours)	(32 Working Days / 256 Training Hours)	
	Module 1: 58 Hours	Module 1: 102 Hours	Module 2: 52 Hours	Module 4: 234 Hours	Module 5: 182 Hours	Module 6: 130 Hours	Module 7: 52 hours	Module 8: 130 hours	Module 9: 182 hours	
	Module 3: 20 Hours	Module 3: 46 Hours	Module 3: 20 Hours	Module 3: 96 Hours	Module 3: 50 Hours	Module 3: 32 Hours	Module 3: 13 Hours	Module 3: 42 Hours	Module 3: 73 Hours	
National Days off and Annual Leaves Planned in the respective training period:	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 2 Hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 12 Hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 0 Hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 6 hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 8 Hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 14 Hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 7 Hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 4 Hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 1 Hour	
	Not foreseen	-Christmas Break: From Wednesday 23 Dec 2026 until Sunday 3 Jan 2027	Not foreseen	Field Trips: TBD	Field Trips: TBD	-Thursday 27 May 27: National Holiday	Not foreseen	Not foreseen	Not foreseen	
		-On 6 January 2027 National Holiday			-Easter Break: From Thursday 25 Mar until Monday 29 Mar 2027	-Friday 28 of May 27: Bridge Day)				- Summer AL: From Monday 16 until Sunday 22 Aug 2027
					-Monday 3rd of May 2027 National Holiday					

2. Concise Schedule of Officers (FGVs) OTP program relevant with 440 learners divided in 18 Groups (10 of 24 learners and 8 of 25 learners capacity):

SEMESTER I							
	Module 1: Training Camp as part of Generic studies (SIGS & oGS)	Module 1: Generic studies (SIGS & oGS)	Module 2: Legal studies (SIGS & oGS)	Module 4: Border checks (1st part) (oBC 1st Semester)	Module 5: Land and Maritime Border Surveillance (1st part) (oBS 1st Semester)	Module 6: Prevention, detection and combating CBC (oCBC)	Final Exercise
Training activity planned	From Monday 16 Nov 2026 until Friday 27 Nov 2027	From Monday 30 Nov 2026 until Thursday 07 Jan 2027	From Friday 08 Jan 2027 until Wednesday 20 Jan 2027	From Thursday 21 Jan 2027 - Thursday 11 Mar 2027	From Friday 12 Mar 2027 - Tuesday 13 April 2027	From Wednesday 14 Apr 2027 - Monday 17 May 2027	From Monday 17 May 2026 until Friday 21 May 2026
	(10 Working Days/ 80 Training Hours)	(20 Working Days/ 160 Training Hours)	(9 Working Days/ 72 Training Hours)	(36 Working Days / 288 Training Hours)	(20 Working Days / 160 Training Hours)	(23 Working Days / 184 Training Hours)	
	Module 1: 58 Hours	Module 1: 102 Hours	Module 2: 52 Hours	Module 4: 170 Hours	Module 5: 101 Hours	Module 6: 130 Hours	
	Module 3: 20 Hours	Module 3: 46 Hours	Module 3: 20 Hours	Module 3: 96 Hours	Module 3: 50 Hours	Module 3: 33 Hours	
	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 2 Hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 12 Hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 0 Hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 22 Hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 9 Hours	Other (Travel Time + Self Study + Orientation + Feedback/ LL Briefings + Assessment Back up time): 21 Hours	
				Field Trip: TBD	Field Trip: TBD		
National Days off and Annual Leaves Planned in the respective training period:	Not foreseen	Christmas Break: From Wednesday 23 Dec 2026 until Sunday 3 Jan 2027 On 6 January 2027 National Holiday	Not foreseen	Not foreseen	-Easter Break: From Thursday 25 Mar until Monday 29 Mar 2027	- Monday 3rd of May 2027 National Holiday	Not foreseen

REIMBURSEMENT RULES

Frontex shall reimburse persons participating in the meeting based on the following rules:

1. Reimbursement covers travel expenses, accommodation, and daily subsistence allowances (DSA) as incurred by the sending institution in accordance with its internal rules. However, the reimbursement is always subject to the following limitations:

- Travel expenses cover the costs of transportation used between the place of employment/residence and the place of the meeting. They are reimbursed at the maximum amount of EUR 1100 for travels within Europe. They include travel insurance (if obligatorily imposed by the carrier) and long distance means of transport (one or more) such as: plane (economy class), train, long-distance bus, ferry, or car and are reimbursed upon presentation of supporting documents: a ticket (with a clearly indicated price) or an invoice. As a rule, a taxi is not to be treated as a long-distance means of transport. The costs of travel by car are reimbursed upon presentation of a statement indicating the exact route and number of kilometers or a kilometer log. The kilometer allowance is fixed at the maximum rate of €0.28 per km and it covers all costs related to the use of a car such as: fuel, motorway tolls, parking fees, car wash, etc.). If justified, car rental costs are eligible for reimbursement based on the car rental invoice. An additional maximum rate of €0.28 per km is granted to cover the costs related to the use of the rented car such as fuel, motorway tolls, parking fees, car wash, etc.

In case of a travel itinerary inconsistent with Frontex invitation (i.e. need for earlier arrival or later departure), a price comparison, between the chosen itinerary and the one consistent with the invitation, must be submitted together with the application for reimbursement and all required supporting documents. The cheaper price prevails, and the reimbursement is always subject to all limitations concerning travel expenses, accommodation expenses and daily subsistence allowances.

- For accommodation and DSA, the amounts claimed cannot exceed the rates used by the European Commission for the country where the meeting takes place.
- Travel expenses cover the costs of transportation of service dog (cargo) used between the place of employment/residence and the place of the meeting. They are reimbursed at the maximum amount of 1100 EUR / service dog.
- For safety reasons, in case of travelling by car, with dogs, where the distance to the training location is over 700 km, accommodation and per diem will be reimbursed accordingly, following the EC ceilings for the state where the stopover is planned. We do not recommend driving long distances without stopovers.
- Accommodation expenses cover the costs of nights at the place where the meeting is held and/or during travel period if necessary. Non-obligatory expenses such as charity contributions, pay TV, mini bar, etc. are not reimbursed. The number of nights reimbursed must not exceed the number of meeting days + 1. Accommodation expenses are reimbursed on presentation of supporting documents: hotel bill or invoice.
- DSA is intended to cover meals, local transport within city administrative boundaries (such as train, bus, tram, metro, taxi), telecommunications, accident insurance and other sundry expenses. No supporting documents are required to prove the expenses related to DSA. The maximum amount reimbursed by Frontex is limited to the maximum rate applied by the European Commission for the country in which the meeting takes place multiplied by the number of eligible nights or meeting days,

whichever is bigger. For each meal offered (lunch or dinner) a reduction of 25% of the maximum rate is made.

In the framework of this meeting no meals will be offered.

In the framework of this meeting, no accommodation will be offered.

In the framework of this meeting, no transportation will be offered.

- Frontex is not liable for any material, non-material or physical damage suffered by invited persons during their journey to/from or stay in the place where the meeting is held unless such damage is directly attributable to Frontex.

2. In the framework of this meeting Frontex will reimburse **only invited participants** unless otherwise agreed and justified. As a rule, Frontex does not reimburse EU institutions, bodies, offices, and agencies, unless otherwise agreed and justified. The same rule applies to organisations with which Frontex has signed a working arrangement specifying that each party bears the costs of its own staff participating in the other's activities. In addition, as per MB decision, as of 2016 Frontex does not reimburse the participation of the United Kingdom and Ireland in its activities.

3. All reimbursements are paid to the bank account of the sending institution. Thus, it is the sending institution which must address Frontex requesting the reimbursement of costs for its employees. Only in case of private experts who do not represent an institution, the reimbursement may be paid to the private expert.

4. To apply for a reimbursement, the following documents, filled in by the sending institution, must be submitted:

- Application for reimbursement covering all the costs and all participants, signed, and stamped by the institution's representative, clearly indicating the project number and dates of the meeting.
- Supporting documents, as described above.
- Financial Identification form indicating Bank Account, only if it has not been submitted previously or if the Beneficiary is changing his bank account (please use the form available on: http://ec.europa.eu/budget/contracts_grants/info_contracts/financial_id/financial-id_en.cfm).

We kindly request you not to attach any other documents!

5. The reimbursement is paid in EUR. For invoices issued in other currencies, the exchange rate used is the monthly accounting exchange rate published by the European Commission applicable for the month in which the invoice/ bill was issued (available on the following website: http://ec.europa.eu/budget/contracts_grants/info_contracts/inforeuro/index_en.cfm).

6. All the documents are to be submitted in PDF format once by e-mail (at invoices@frontex.europa.eu) not later than 45 days after the last day of the meeting at Frontex, Plac Europejski 6, 00-844 Warszawa, Poland.