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NATO STANDARD

APRP-3.3.7.4

PR STAFFS TRAINING STANDARD

Edition A Version 1

FEBRUARY 2020



NORTH ATLANTIC TREATY ORGANIZATION

ALLIED PERSONNEL RECOVERY PUBLICATION

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NORTH ATLANTIC TREATY ORGANIZATION (NATO)

NATO STANDARDIZATION OFFICE (NSO)

NATO LETTER OF PROMULGATION

20 February 2020

1. The enclosed Allied Personnel Recovery Publication APRP-3.3.7.4, Edition A, Version 1, PR STAFFS TRAINING STANDARD, which has been approved by the nations in the Military Committee Air Standardization Board (MCASB), is promulgated herewith. The agreement of nations to use this publication is recorded in STANAG 7229.
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Dieter Schmaglowski
Deputy Director NSO
Branch Head P&C

Zoltán GULYÁS
Brigadier General, HUNAF
Director, NATO Standardization Office

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CHAPTER 1 INTRODUCTION

1.1. BACKGROUND

1. Joint Personnel Recovery (JPR) is a complex capability that requires a coordinated approach, including comprehensive education and training. Successful JPR depends on Alliance and Partner Nations contributing interoperable capabilities, including staffs and forces educated and trained to standards that contribute to timely and effective response. Any Force Commander faces increased risk of loss of operational momentum as well as diplomatic and public support if JPR-related events are not properly executed.

2. Most NATO and Partner Nations do not have education and training programs associated with JPR staffs as a dedicated capability or established military career area. This highlights the need for minimum accepted standards that simultaneously allow nations to contribute capable forces and improve interoperability.

3. Leaders must therefore ensure their personnel receive the appropriate education and training to respond to isolating events across the full spectrum of PR operations.

4. These standards were developed in accordance with NATO JPR policy and doctrine, and incorporate the results of methodical Training Requirements and Needs Analyses. Additionally, JPR exists in a changing environment; therefore these education and training standards will necessarily evolve over time.

1.2. AIM

1. APRP-3.3.7.4 is to describe minimum training standards concerning the PR Staffs Training Standard among the membership nations. The purpose of standards is to promote true “plug and play” interoperability and increased effectiveness among NATO and Partner Nations comprising a global JPR federation.

NOTE: “Plug and play” indicates a capability that is fully interchangeable within the roles defined by this publication. In other words, JPR staff members with the same level of training and experience, regardless of nation, should be able to seamlessly perform the same functions and roles.

2. The aim of APRP-3.3.7.4 is to:

- a. Establish Performance Objectives (PO) for the functions and roles in NATO.
- b. Assist National and NATO educators to design, develop and deliver courses that can train or certify personnel to fill these roles.

- c. Enable commanders to have an enhanced understanding of the knowledge level of personnel filling JPR roles.
3. These standards provide a baseline for nations and multinational organizations desiring to contribute personnel recovery capability to Alliance operations.

1.3. SCOPE

This document addresses the individual performance standards for commanders and staffs, down to unit level, who occupy a role or are responsible for a function dealing with JPR in any phase of a NATO military operation.

1.4. GENERAL CONSIDERATIONS

1. The standards are organized and presented with regard to JPR function and task performance; they do not prescribe specific courses. Nations and multinational organizations are expected to use expertise and innovation to develop education and training solutions that meet NATO requirements.
2. Standards provide a baseline for education and training development and describe only part of the education and training continuum. Regular application of the knowledge and skills acquired through education and training courses, via exercises or actual operational experience, is required to achieve the eventual desired performance level for JPR staff.
3. Thorough analysis and planning is required to develop and deliver effective education and training that meets the aims of this publication.

CHAPTER 2 JPR PERFORMANCE STANDARDS MATRIX
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2.1. GENERAL

JPR education and training provides tools to support the four phases of JPR: Preparation, Planning, Execution and Adaptation. Annex A provides the detailed performance statements and performance proficiency levels for NATO JPR Staffs.

2.2. OVERVIEW

To provide the widest latitude for nations and multinational organizations in developing JPR education and training programs, the standards are organized by both function and role. Because the operational JPR organization is dynamic, the relationship between function, role, and duty assignment may change. In other words, one person might perform tasks in several functions, or an entire staff might focus on just a few tasks.

2.2.1. Functions

There are three basic functions to be performed by JPR staff:

1. JPR Planning: PR-specific application of accepted operation planning knowledge and skills. Includes tasks associated with the development of Annex V to NATO OPLANs, as well as JPR planning during execution.
2. Execution: Coordinate PR Execution Tasks within the Force, among nations and with diplomatic, civil and host nation organizations.
3. Intelligence Support to JPR: Apply intelligence-related knowledge and skills in support of JPR before, during, and after isolating incidents.

2.2.2. Roles

The primary roles within the JPR staff are listed below, along with the core performance objectives required to effectively perform each role. It should be noted that the JPR functions and competencies are common to many roles, although the performance proficiency levels may vary.

NOTE: The Performance Proficiency Levels used in Annex A are in accordance with NATO Bi-SCD 075-007.

2.2.3. Summary of Key Performance Objectives

2.2.3.1. Key Leaders / Commanders

1. K1: Translate political direction into JPR military requirements and guidance.
2. K2: Provide direction and guidance for JPR in the Operations, Plans and Orders.
3. K3: Enable the relationships between the JPRC, PRCC, Host Nations (HN), Rescue Coordination centers (RCCs) and Non-Governmental Organizations (NGOs).
4. K4: Exercise command authority for JPR.
5. K5: Establish a Joint Personnel Recovery Centre (JPRC) and/or Personnel Recovery Coordination Center (PRCC).
6. K6: Establish relationship with diplomatic and civilian agencies relevant for JPR.
7. K7: Establish a JPR organization within the Area of Operations (AOO).
8. K8: Coordinate with the STRATCOM, INFO OP(S), PSYOPS, PAO, PO cell to support JPR efforts.

2.2.3.2. JPRC / PRCC Director / Deputy

These roles should be filled with personnel possessing the most knowledge of and experience with JPR.

1. D1: Maintain Situational Awareness.
2. D2: Conduct Mission Analysis.
3. D3: Coordinate JPR Activities with J1-J9 Divisions Staff.
4. D4: Advise Commander on JPR.
5. D5: Exercise Command and Control (C2) of JPR.
6. D6: Conduct Risk Management Process.D7: Establish a JPRC/PRCC.
7. D8: Support LI/LL Process.
8. D9: Support Reintegration.
9. D10: Support JPR Planner in the production of the JPR Plan.

2.2.3.3. JPR Planner

After the JPRC/PRCC Director and Deputy, the JPR Planner role requires the broadest range of knowledge and skills, which must be continuously applied to relevant mission analysis and planning.

1. P1: Produce JPR Plan.
2. P2: Review / Update JPR Plans.

2.2.3.4. JPRC/PRCC Staff

1. J1: Maintain Situational Awareness.
2. J2: Conduct Mission Analysis.
3. J3: Coordinate JPR Actions with J1-J9 Divisions Staff.
4. J4: Advise Commander on JPR.
5. J5: Exercise Command and Control (C2) of JPR.
6. J6: Conduct Risk Management Process.
7. J7: Establish a JPRC/PRCC.
8. J8: Support LI/LL Process.
9. J9: Support Reintegration.

2.2.3.5. JPR Intel Specialist

10. I1: Provide Intelligence Support to JPR.
11. I2: Support LI/LL Process.
12. I3: Support Reintegration.

2.2.3.6. JPR SERE Specialist

1. S1: Advise Commander on Joint Task Force SERE Program/Plan.
2. S2: Maintain Situational Awareness on Coalition SERE capabilities/status.
3. S3: Support LI/LL Process.
4. S4: Support Reintegration.

2.2.3.7. Unit PR Officer / NCO

The key performance objectives are the same as for JPRC/PRCC Director/Deputy Director, except that the 400 level performance objectives are reduced to 300.

1. U1: Maintain Situational Awareness.
2. U2: Conduct Mission Analysis.
3. U3: Coordinate JPR Actions with J1-J9 Divisions Staff.
4. U4: Advise Commander on JPR.
5. U5: Exercise Command and Control (C2) of JPR.
6. U6: Conduct Risk Management Process.
7. U7: Support LI/LL Process.
8. U8: Support Reintegration.
9. U9: Support JPR Planner in the production of the JPR Plan.

2.2.3.8. J-STAFF

During JPR mission execution, all J-staff within an operations room will be in supporting roles to the JPRC/PRCC. It is recommended that these basic PR performance objectives are included in national J-staff training and/or they complete basic JPR education when available.

1. J1: Support JPR Preparation
2. J2: Support JPR Planning
3. J3: Support JPR Execution.
4. J4: Support LI/LL Process.

Specific J-Staff performance objectives:

2.2.3.8.1. J1 Performance Objectives

1. Gather personnel Information
2. Coordinate next of Kin notification and support (with PAO).

2.2.3.8.2. J2 Performance Objective

Coordinate intelligence assets to assist in locating and recovering isolated personnel.

2.2.3.8.3. J3 JOC Performance Objective

Prepare and support PRTF.

2.2.3.8.4. Medical Officer / PECC Performance Objectives

1. Coordinate medical support to ISOP.
2. Support reintegration team.

2.2.3.8.5. METOC Performance Objective

Gather and communicate relevant meteorological information.

2.2.3.8.6. J4 Performance Objectives

1. Coordinate logistics support for recovery forces.
2. Coordinate support for ISOP. Coordinate mortuary affairs support.

2.2.3.8.7. J5 Performance Objectives

1. Ensure that PR is an integrated part of all planning.
2. Coordinate diplomatic clearance.

2.2.3.8.8. J6 Performance Objective

Support PR-related communications.

2.2.3.8.9. J9 Performance Objective

Coordinate host nation and NGO JPR efforts.

2.2.3.8.10. Public Affairs Office Performance Objective

Coordinate the release of JPR-related information, including support to ISOP family.

2.2.3.8.11. LEGAD Performance Objectives

1. Determine legal status of ISOP.
2. Determine applicable ROE for recovery mission.

2.2.3.8.12. CHAPLAIN Performance Objectives

1. Support ISOP and/or family.
2. Support reintegration.

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ANNEX A : Key Leaders/ Commanders Performance Standard

ANNEX A: KEY LEADERS/COMMANDERS PERFORMANCE STANDARD							
Performance Objectives	Sub-Task	Performance Statements	Condition	NJPPL	Knowledge	Skills	Attributes
A1. Translate political direction into JPR military requirements and guidance	A1.1			200			
A2. Provide direction and guidance for JPR in the Operations, Plans and Orders	A2.1			200			
A3. Enable the relationships between the JPRC, PRCC, Host Nations (HN), Rescue Coordination centres (RCCs) and Non-Governmental Organisations (NGOs)	A3.1			200			
A4. Exercise command authority for JPR	A4.1			300			
A5. Establish a Joint Personnel Recovery Centre (JPRC)	A5.1			200			
A6. Establish relationship with diplomatic and civilian agencies relevant for JPR.	A6.1			300			
A7. Establish a JPR organisation within the Area of Operations (AOO)	A7.1			300			
A8. Coordinate with the STRATCOM, INFO OP(S), PSYOPS, PAO, PO cell to support JPR efforts	A8.1			300			

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ANNEX B : JPRC/PRCC Director/ Deputy Director Performance Standard

ANNEX B: JPRC/PRCC DIRECTOR/DEPUTY DIRECTOR PERFORMANCE STANDARD							
Performance Objectives	Sub-Task	Performance Statements	Condition	NJPPL	Knowledge	Skills	Attributes
B1. Maintain SA	B1.1	On JPR Units capabilities	Enduring	400	PR unit capabilities PR Msn risk PR Architecture National Caveats PR unit limitations	Get the best out of his/her personnel Behavioural symptom analysis Team leader	Language Rank OF2+ Op experience Tac
	B1.2	JPR theatre capabilities	Enduring	400	theatre PR Cap 1.1, 3, 4 + 5 PR theatre Imitations	Briefing, diplomatic, negotiation skills	Education Background Degree or equiv Staff college
	B1.3	WX	Enduring	200	WX impact on Ops WX impact on ISOP	Diplomatic, Negotiation skills, problem solving, critical thinking	
	B1.4	Threats	Enduring	300	Threats to PR Ops Under threats to ISOPs	Use checklist, improvisation	
	B1.5	Friendly forces	Enduring	300	Fr Forces Ops impact of Fr Forces Ops on PR	Basic leadership skills	
	B1.6	JPR Msn Execution	On orders	400	PR Msn dynamics impact on Msn (OpFor, Met) resource management		
	B1.7	JPR comms	Enduring	300	PR Comms limitations		
	B1.8	ROEs and Caveats	Enduring	300	Legal implications PR ROE Reqmnt ROE process National Limits		
	B1.9	Est/maintain JPR network (IM/KM) and liason with stakeholders	Enduring	400	Diplomatic, military, and civil network roles and responsibilities		

B2. Conduct Msn Analysis	B2.1	Analyse task(s)	Enduring	400	Msn analysis Task analysis Higher incident plan		
B3. Co-ordinate JPR J1-9	B3.1	Produce battle drill	On orders	300	Roles and responsibilities J Staff		
	B3.2	Check/Monitor staff battle drill checklists	On orders	300	Staff battle drill		
	B3.3	Co-ord with J1-9	Enduring	300			
	B3.4	Translate JPR tasks					
	B3.5	Educate/coach J1-9 on JPR					
B4. Advise Cdr on JPR	B4.1	Brief JPR Plan	Enduring	400	JPR Plan		
	B4.2	Brief situation updates	As needed	300	Situation		
	B4.3	Brief COAs and recommend changes to JPR Plan	As needed	400	COAs		
B5. Exercise C2 of JPR	B5.1	Execute battle drill	On orders	400	Battle drill Roles and responsibilities PR system		
	B5.2	Co-ord with JPR Network	Enduring	300	PR Network/C2 system PR stakeholder Staff structure NATO structure		
	B5.3	Develop COAs	On orders	400	Planning process Capabilities PR ROEs Current Plan Next higher plan Cdr's guidance	Ability to produce plan	
	B5.4	Brief planners	On orders	300	Communication Briefing prep/techniques Computer skills/graphics	Presentations skills	confidence
	B5.5	Task units	On orders	400	C2 process Orders process Writing Task analysis		
	B5.6	Track execution	On orders	400	Plan Communication Battle drills Network		

B6. Conduct Risk Management Process	B6.1	Analyse risk(s)	Enduring	400	Risk analysis Threats to PR IPB PR capabilities ROE Air,Grnd,Mar, SpecOPs		
	B6.2	Mitigate Risk(s)	Enduring	400	Risk analysis Threats to PR IPB PR capabilities ROE Air,Grnd,Mar, SpecOPs		
	B6.3	Communicate Risk(s)/Consequences	Enduring	300	Risk analysis Threats to PR IPB PR capabilities ROE Air,Grnd,Mar, SpecOPs		
B7. Establish a JPRC/PRCC	B7.1	Organise work place	Enduring	300	Task org management techniques IM/KM techniques	Mentoring	
	B7.2	Set working procedures	Enduring	300	Task org management techniques IM/KM techniques		
	B7.3	Task internal staff	Enduring	300	Task org management techniques IM/KM techniques		
	B7.4	Brief Comdr	On orders	300	Task org management techniques IM/KM techniques		
	B7.5	Co-ord with others	On orders	300	Task org management techniques IM/KM techniques		
	B7.6	Educate OpSec	Enduring	200	Task org management techniques IM/KM techniques		
CT1. Support LI/LL process	CT1.1	Produce LI/LL observations	Enduring	400			
CT2. Support reintegration	CT2.1	Coordinate reintegration	Enduring	400			

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ANNEX C : JPR Planner Performance Standard

ANNEX C: JPR PLANNER PERFORMANCE STANDARD							
Performance Objective	Sub-Task	Performance Statement	Condition	NJPPL	Knowledge	Skills	Attributes
C1. Produce JPR Plan	C1.1	Analyse Mission Commander's Intent/Mission Statement	On orders	400	C2 Comd Intent Authorities Joint Ops Doctrines PR Planning Process	Apply Op Planning Process Msn analysis	Op Planning Joint Op Staff Exp Language Proficiency Sec Clearance Loc in PG
	C1.2	Analyse Environment.	Enduring	400	DIME Physical Environ En Capability Co-ord with Intel, civ and diplomatic capabilities	IPB	
	C1.3	Analyse force capabilities		400	Theatre PR Capability and shortfalls		
	C1.4	Analyse Limitations	Enduring	400	PR Limitations, (constraints, restraints) ROE (PR) Req	CSAR Ops (Grnd + Air)	
	C1.5	Risk management	Enduring	400	Risk to Msn Risk to Force Risk to ISOPs	Risk Analysis - Risk mitigation	
	C1.6	Develop COAs	On orders	400	Impact of COAs (logistics etc) Understand Force deployment Implication Process TPFDD Deploy timings NDPP CJSOR		
	C1.7	Co-ord with other planners	Planning cycle	300	The joint Org The information The technical arrangement		
	C1.8	Establish go/no go criteria	On orders	300	Risk to force	Analyse	
	C1.9	Establish launch/execute	On orders	300	Joint Org		
	C1.10	Define Supported/supporting	Planning cycle	300	Authorities		

C2. Review and Update JPR Plans	C2.1	Write/modify plan	Planning cycle	400	Plan process		
	C2.2	Contribute to SPINS	Planning cycle	200	SPIN, Dev process		
	C2.3	Write JPR SOP	Planning cycle	300	PR SOP	Apply PR SOP	
	C2.4	Contribute to JPR Comms plan	Planning cycle	200	PR Comms Reqt PR Comms Cap		
	C2.5	Contribute to ATO inputs	Enduring	200	ATO process Know PR Asset locs	ICC/ACC use	
	C2.6	Contribute to ACO inputs	Enduring	200	ACO process PR airspace Reqt	ICC/ACC use	
	C2.7	Write FRAGO	On orders	400	Situation Know FRAGO format/template	Analyse, word process	
	C2.8	Communicate and advocate plan	Planning cycle	300	PR Plan	Public speaking Improvisation Prioritisation Critical thinking Rank SNCO+	
	C2.9	Guidance to ISOPREP/EPA management	Enduring	200	Know about ISOPREP/EPA Know management needs distribution channels		
	C2.10	Conduct JPR OPT		300			

ANNEX D : JPRC/ PRCC Staff Performance Standard

ANNEX D: JPRC/PRCC STAFF PERFORMANCE STANDARD							
Performance Objective	Sub-Task	Performance Statement	Condition	NJPL	Knowledge	Skills	Attributes
D1. Maintain SA	D1.1	On JPR Units capabilities	Enduring	300	PR unit capabilities PR Msn risk PR Architecture National Caveats PR unit limitations	Get the best out of his/her personnel Behavioural symptom analysis Team player	Language Rank OF2+ Op experience Tac experience
	D1.2	JPR theatre capabilities	Enduring	300	Theatre PR Cap 1.1, 3, 4 + 5 PR theatre limitations	Briefing, diplomatic, Negotiation skills	Education Background Degree or equiv Staff college
	D1.3	Identify how WX affects JPR	Enduring	200	WX impact on Ops WX impact on ISOP	Diplomatic, Negotiation skills, problem solving, critical thinking	
	D1.4	Recognise specific Threats that affect JPR	Enduring	300	Threats to PR Ops Under threats to ISOPs	Use checklist, Improvisation	
	D1.5	Follow Friendly forces operations	Enduring	300	Fr Forces Ops Impact of Fr Forces Ops on PR. Friendly Ops that can result in PR events	Basic leadership skills	
	D1.6	Track JPR Msn Execution	On orders	300	PR Msn dynamics Impact on Msn (OpFor, Met) Resource management		
	D1.7	Recognise comms limitations that can affect JPR	Enduring	200	PR Comms limitations		
	D1.8	Estimate how ROEs and Caveats can impact JPR missions	Enduring	300	Legal implications PR ROE Reqmnt ROE process National Limits		
	D1.9	Est/maintain PR network (IM/KM) and liason with stakeholders	Enduring	200	Roles and responsibilities		

D2. Conduct Mission Analysis	D2.1	Analyse task(s)	Enduring	300	Msn analysis Task analysis Higher incident plan		
	D3. Co-ordinate JPR J1-9	D3.1	Produce battle drill	On orders	200	Roles and responsibilities J Staff PR requirment from others	
D3.2		Check/Monitor staff battle drill checklists	On orders	200	Staff battle drill		
D3.3		Co-ord with J1-9	Enduring	200			
D3.4		Translate JPR tasks					
D3.5		Educate/coach J1-9 on JPR					
D4. Advise Cdr on JPR	D4.1	Brief JPR Plan	Enduring	400	Pr Plan		
	D4.2	Brief situation updates	As needed	300	Situation		
	D4.3	Brief COAs and recommend changes to JPR Plan	As needed	400	COAs		

D5. Exercise C2 of JPR	D5.1	Execute battle drill	On orders	300	Battle drill Roles and responsibilities PR system		
	D5.2	Co-ord with JPR Network	Enduring	300	PR Network/C2 system PR stakeholder Staff structure NATO structure		
	D5.3	Develop COAs	On orders	300	Planning process Capabilities PR ROEs Current Plan Next higher plan Cdr's guidance	Ability to produce plan	
	D5.4	Brief planners	On orders	200	Communication Briefing prep/techniques Computer skills/graphics	Presentations skills	Confidence
	D5.5	Task units	On orders	300	C2 process Orders process Writing Task analysis		
	D5.6	Track execution	On orders	300	Plan Communication Battle drills Network		

D6. Conduct Risk Management process	D6.1	Analyse risk(s)	Enduring	400	Risk analysis Threats to PR IPB PR capabilities ROE Air,Grnd,Mar, SpecOPs		
	D6.2	Mitigate Risk(s)	Enduring	400	Risk analysis Threats to PR IPB PR capabilities ROE Air,Grnd,Mar, SpecOPs		
	D6.3	Communicate Risk(s)/Consequences	Enduring	200	Risk analysis Threats to PR IPB PR capabilities ROE Air,Grnd,Mar, SpecOPs		

D7. Establish a JPRC/PRCC	D7.1	Organise work place	Enduring	200	Task org management techniques IM/KM techniques Counselling techniques	Mentoring	
	D7.2	Set working procedures	Enduring	200	Task org management techniques IM/KM techniques Counselling techniques		
	D7.3	Task internal staff	Enduring	200	Task org management techniques IM/KM techniques Counselling techniques		
	D7.4	Brief Comdr	On orders	200	Task org management techniques IM/KM techniques Counselling techniques		
	D7.5	Co-ord with others	On orders	200	Task org management techniques IM/KM techniques Counselling techniques		
	D7.6	Educate OpSec	Enduring	100	Task org management techniques IM/KM techniques Counselling techniques		
CT1. Support LI/LL process	CT1.1	Produce LI/LL observations	Enduring	300			
CT2. Support reintegration	CT2.1	Coordinate reintegration	Enduring	300			

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Edition A Version 1

ANNEX E : JPR INTEL Specialist Performance Standard

ANNEX E: JPR INTEL SPECIALIST PERFORMANCE STANDARD							
Performance Objective	Sub-Task	Performance Statement	Condition	NJPPL	Knowledge	Skills	Attributes
E1. Provide Intel support to JPR	E1.1	Conduct Intelligence Preparation of the Battlefield (IPB) (JPR focussed)	Enduring	300			
	E1.2	Threat assessment ISOP	Enduring	300			
	E1.3	Threat recovery forces	Enduring	300			
	E1.4	Determine areas for evasion	Enduring	300			
	E1.5	Determine potential indigineous population support	Enduring	300			
	E1.6	Identify requirements for evasion aids ICCW SERE specialists	Enduring	300			
	E1.7	Understand friendly forces capabilities/location	Enduring	300			
E2. Execute JPR Intel during JPR event	E2.1	Co-ord Intel across JPR C2 nodes	On orders	300			
	E2.2	Update and disseminate threat assessments	On orders	300			
	E2.3	Develop a collection strategy	On orders	300			
	E2.4	Co-ord for debrief	On orders	300			
	E2.5	Analyse and disseminate debrief findings	On orders	300			

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ANNEX F : JPR SERE Specialist Performance Standard

ANNEX F: JPR SERE SPECIALIST PERFORMANCE STANDARD							
Performance Objective	Sub-Task	Performance Statement	Condition	NJPPL	Knowledge	Skills	Attributes
F1. Advise Commander on JTF SERE Program/plan	F1.1	Special theatre trg needs	Continuos	400			
	F1.2	Environmental (terrain+met)	Continuos	400			
	F1.3	En threats and capabilities	Continuos	200			
	F1.4	Equip requirements	Continuos	400			
	F1.5	AO entry requirements	Continuos	400			
	F1.6	ISOPREP	Continuos	400			
	F1.7	EPA	Continuos	400			
	F1.8	Bloodchits,EVC,Pointe eTalkies	Continuos	400			
	F1.9	LL product/observations		300			
F2. Maintain SA on Coalition SERE capabilities/status	F2.1	Caveats, national capabiltiy gaps	Continuos	300			
	F2.2	SERE Network (POCs)	Continuos	300			

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ANNEX G : Unit PR Officer/ NCO Performance Standard

ANNEX G: UNIT PR OFFICER/NCO PERFORMANCE STANDARD							
Appendix 7 - Unit PR Officer / NCO	Sub-Task	Performance Statement	Condition	NJPPL	Knowledge	Skills	Attributes
G1. Maintain SA	G1.1	On JPR Units capabilities	Enduring	300	PR unit capabilities PR Msn risk PR Architecture National Caveats PR unit limitations	Get the best out of his/her personnel Behavioural symptom analysis Team leader	Language Rank OF2+ Op experience Tac experience
	G1.2	JPR theatre capabilities	Enduring	300	Theatre PR Cap 1.1, 3, 4 + 5 PR thatre Imitations	Briefing, diplomatic, negotiation skills	Education Background Degree or equiv
	G1.3	WX	Enduring	100	WX impact on Ops WX impact on ISOP	Diplomatic, Negotiation skills, problem solving, critical thinking	
	G1.4	Threats	Enduring	200	Threats to PR Ops Under threats to ISOPs	Use checklist, improvisation	
	G1.5	Friendly forces	Enduring	200	Fr Forces Ops Impact of Fr Forces Ops on PR	Basic leadership skills	
	G1.6	JPR Msn Execution	On orders	300	PR Msn dynamics Impact on Msn (OpFor, Met) Resource management		
	G1.7	JPR comms	Enduring	200	JPR Comms limitations		
	G1.8	ROEs and Caveats	Enduring	200	Legal implications JPR ROE Reqmnt ROE process National Limits		
	G1.9	Est/maintain JPR network (IM/KM) and liason with stakeholders	Enduring	300	Diplomatic, military, and civil network roles and responsibilities		

G2. Conduct Msn Analysis	G2.1	Analyse task(s)	Enduring	300	Msn analysis Task analysis Higher incident plan		
G3. Co-ordinate JPR J1-9	G3.1	Produce battle drill	On orders	200	Roles and responsibilities J Staff JPR reqmnt from others		
	G3.2	Check/Monitor staff battle drill checklists	On orders	200	Staff battle drill		
	G3.3	Co-ord with J1-9	Enduring	200			
	G3.4	Translate JPR tasks					
	G3.5	Educate/coach J1-9 on JPR					
G4. Advise Cdr on JPR	G4.1	Brief JPR Plan	Enduring	300	JPR Plan		
	G4.2	Brief situation updates	As needed	200	Situation		
	G4.3	Brief COAs and recommend changes to JPR Plan	As needed	300	COAs		

G5. Exercise C2 of JPR	G5.1	Execute battle drill	On orders	300	Battle drill Roles and responsibilities PR system		
	G5.2	Co-ord with JPR Network	Enduring	300	JPR Network/C2 system JPR stakeholder Staff structure NATO structure		
	G5.3	Develop COAs	On orders	300	Planning process Capabilities JPR ROEs Current Plan Next higher plan Cdr's guidance	Ability to produce plan	
	G5.4	Brief planners	On orders	200	Communication Briefing prep/techniques Computer skills/graphics	Presentations skills	Confidence
	G5.5	Task units	On orders	300	C2 process Orders process Writing Task analysis		
	G5.6	Track execution	On orders	300	Plan Communication Battle drills Network		

G6. Conduct Risk Management Process	G6.1	Analyse risk(s)	Enduring	300	Risk analysis Threats to JPR IPB JPR capabilities ROE Air,Grnd,Mar,SpecOPs		
	G6.2	Mitigate Risk(s)	Enduring	300	Risk analysis Threats to JPR IPB JPR capabilities ROE Air,Grnd,Mar,SpecOPs		
	G6.3	Communicate Risk(s)/Consequences	Enduring	200	Risk analysis Threats to JPR IPB JPR capabilities ROE Air,Grnd,Mar,SpecOPs		

G7. Establish a JPRC/PRCC	G7.1	Organise work place	Enduring	200	Task org management techniques IM/KM techniques Counselling techniques	Mentoring	
	G7.2	Set working procedures	Enduring	200	Task org management techniques IM/KM techniques Counselling techniques		
	G7.3	Task internal staff	Enduring	200	Task org management techniques IM/KM techniques Counselling techniques		
	G7.4	Brief Comdr	On orders	200	Task org management techniques IM/KM techniques Counselling techniques		
	G7.5	Co-ord with others	On orders	200	Task org management techniques IM/KM techniques Counselling techniques		
	G7.6	Educate OpSec	Enduring	100	Task org management techniques IM/KM techniques Counselling techniques		
CT1. Support LI/LL process	CT1.1	Produce LI/LL observations	Enduring	300			
CT2. Support reintegration	CT2.1	Coordinate reintegration	Enduring	300			

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ANNEX H : J-STAFF Performance Standard

ANNEX H: J-STAFF PERFORMANCE STANDARD							
Performance Objective	Sub-Task	Performance Statement	Condition	NJPPL	Knowledge	Skills	Attributes
H1. Support JPR Preparation	H1.1	Support development of JPR Battle Drill	Enduring	100	Und SME JPR responsibilities		
	H1.2						
H2. Support JPR Planning	H2.1			100			
	H2.2						
H3. Support JPR Execution	H3.1	Execute JPR Battle Drill		200			
	H3.2						
H3. Support LI/LL process	H3.1	Produce LI/LL		200			

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