Abstract: Human intelligence, or HUMINT, is the gathering of information through human contact. It is, along with signals intelligence and imagery intelligence (SIGINT and IMINT respectively), one of the three traditional means of intelligence gathering. Analysis of HUMINT training of the HUMINT teams is a very important part of improvement of their military training. It is a formal, cognitive process used to convert sensory stimuli into meaningful reliable and verifiable information that can be used to solve a problem, answer a question, make a decision, or add to a learner’s knowledge of the world.

KEYWORDS: HUMINT TRAINING, MILITARY TRAINING, MILITARY DECISION MAKING PROCESS (MDMP), COGNITIVE PROCESS, HUMAN INTELLIGENCE, HUMAN INTELLIGENCE PLANNING, HUMINT, HUMAN CONTACT, INFORMATION, COLLECTION OBJECTIVES, PLAN, PREPARE, EXECUTE, AND ASSESS.

Getting information from HUMINT is a term for actions performed by various formations and specialized structures to get a sense of feeling in the combat area. This includes obtaining information during patrols, convoys, escorts, security and other military activities, obtaining information from irregular and unintentional contacts, occasional conversations, contacts with the local population and authorities, and contacts with friendly forces[3][4]. When conducting crisis response operations, intelligence can provide much of the intelligence needed [10].

Over the past two decades, our military intelligence has encountered a number of serious challenges in the preparation and participation of crisis response operations. Participation in missions has helped to accumulate valuable experience that has been used, directly or indirectly, in the process of preparation, provision and implementation of missions abroad. The lessons learned from participating in different missions should be studied, analyzed, applied in the preparation, development of capabilities and the involvement of the Bulgarian Armed Forces in crisis response operations. The development of science and technology, to study the Earth's surface and, above all, space technologies create conditions for the improvement and new quality of geo-information products that will be useful in humint operations,1

From the study of the participation of human intelligence teams and the HUMINT tasks, it has been found that there is a lack of adequate training related to human intelligence tasks and lack of staff (trained, prepared and certified). This greatly reduces the possibilities for obtaining information from human sources and increases the threats to our and coalition forces in the operation area [7].

1 Developing a methodology for preparing human intelligence teams in operations requires a thorough analysis of the preparation and definition of guidelines for its improvement. This will be achieved by analyzing the HUMINT training system in NATO and the Military Intelligence Training Program [13].

The preparation of NATO intelligence teams.

Based on the theoretical analysis of human intelligence, crisis response operations, and the study of the participation of HUMINT teams in such operations, the scientific methodological foundations for the development of a system for improving the preparation are highlighted. This creates the conditions for the effective preparation of HUMINT teams to participate in overseas missions. As a result of this activity, a flexible and refined intelligence process will be built, taking into account the changes in the modern military-political environment. Different types of linguists can be used in a similar way. They can be more than language specialists. Linguists can apply their intuition of local customs and traditions in the area and respect local culture and behavior.2

The preparation of human intelligence teams is directly related to overall military training and involves updating tactics, techniques and procedures for human intelligence. It is necessary to systematize and coordinate intelligence efforts at all levels. Interlinked forms and training methods should be used to achieve tactical integration between our intelligence teams and the coalition partners' teams.

On the basis of the analysis of the research problem, we can determine the preparation of the human intelligence teams to participate in crisis response operations as a purposeful process for building and consolidating professional knowledge, habits and skills that allow for the qualitative performance of missions abroad. The following principles are used to build the process of training human intelligence teams: a clear goal, continuity, consistency and completeness, which provide comprehensive training. In the developed armies of NATO special attention is paid to HUMINT training. Leading countries in this area of intelligence are: USA, Canada, Britain, Romania and others [15].

NATO's intelligence structures have created a need to pool efforts, align the regulatory framework, apply experience and interact with the preparation and use of HUMINT. On 23 April 2009, a NATO conference was held, with a Memorandum of Understanding on future HUMINT activities. On this basis, a NATO Humint Center of Excellence (HCOE) was established in Oradea, Romania.

The HCOE performs the following basic tasks: developing standardization documents, contributing to the development of the NATO intelligence doctrine, providing expertise on HUMINT operations in the mission area, testing and validating intelligence concepts.

On this basis, the HCOE has the following responsibilities:
- Support Alliance with mobile humint teams to improve the planning, preparation and execution of intelligence operations in the mission area;
- Examine, validate, and implement new tactics, techniques and intelligence procedures based on the experience of participating in different operations.
- The mission of the Training Center is to provide quality training for human intelligence teams and the production of HUMINT products in response to NATO Command requirements. The Center develops the following main directions: preparing human intelligence teams, developing doctrines, setting up programs to prepare and deploy experience from participating in missions.

The HUMINT Training Center has developed a number of projects, the most important of which are: validation of human intelligence terminology, development of the HUMINT operator's manual, characterization of human resources in the surrounding operational environment, maintenance of the NATO concept for combating hybrid threats.

Validation of human intelligence terminology.

The aim of the project is to standardize the terminology used in human intelligence based on NATO's general military terminology.

1 Иванов, М., Дистанционни методи за измерване на земната повърхност, В. Търново, 2016, стр. 16

2 Лазаров, В., Разузнаване с хора (HUMINT), С., 2009, стр. 84-85
and the HUMINT experts' opinion. The ultimate goal is to create a vocabulary with word-terms in human intelligence.

**Develop a manual of the HUMINT operator.**

The task of the project is to create detailed guidance with the lowest degree of classification to serve a larger number of soldiers during preparation. The leadership will be based on the NATO Human Intelligence Doctrine, HUMINT good practices, and experience from participation in various operations around the world.

**Characteristics of human resources in the surrounding operational environment.**

The aim is to optimize the human resources information base in the operation area to improve the Alliance's approach to action. It also acts as a catalyst for multidisciplinary human resources research.

**Hybrid threats.**

The HUMINT Training Center supports NATO's concept of countering hybrid threats by conducting a study on the applicability of HUMINT teams in the fight against them. Hybrid threats represent a diverse and dynamic combination of opposing military forces, paramilitary formations, partisan groups and criminal structures, united by the common goal of mutual benefits.

The Human Intelligence Training Center conducts training courses for HUMINT soldiers. The main course is for collectors of intelligence from human sources. It covers all aspects of the Human Intelligence Alliance doctrine, HUMINT tactics, techniques and procedures and intelligence regulations. Students acquire knowledge, habits and skills as collectors of intelligence from human sources. They are trained in conducting interviews, interrogations, debriefing tactics, setting guidelines and methods for intelligence gathering, preparing to interpret extracted information and produce and distribute intelligence products. Other areas of preparation include: retrieving information from the local population, risk assessment, and screening of sources.

**Preparation of intelligence teams in the Bulgarian Army (BA).**

Planning and organizing of human intelligence teams is based on experience from the involvement of BA and NATO in crisis response operations. For this purpose a "Program for preparation of HUMINT units" was prepared. The program was designed to provide training for HUMINT human intelligence capabilities in accordance with "The Armed Forces Goal E 0630" performed by HUMINT's team of intelligence battalion. It has been developed on the basis of regulatory intelligence documents and the experience of HUMINT teams in missions and exercises.

The HUMINT program is in line with: "Doctrine for Armed Forces Training in the Bulgarian Army", "Military Intelligence Training Program for Military Intelligence", "Vision for Training of Land Forces", courses and instructions in the Bulgarian Army.

**Planning the preparation.**

The preparation of the intelligence teams is planned, organized and conducted on the basis of the "Doctrine of Training of Troops and Forces", "Military Training Directive", "Guidance on Planning and Reporting the Training of Commanders, Staff and Troops in the Bulgarian Army, Annex A to the Planning and Reporting Guide for the preparation of commanders, staffs and troops in the Bulgarian Army", the plans for the preparation of the commanders, the headquarters and the units, as well as the program for preparation of HUMINT teams.

For this purpose, a prospective and ongoing plan for the preparation of commanders, headquarters and units is being developed for HUMINT Company. The company is subdivided into human intelligence teams.

The plan is being developed for three years. At the end of each year the plan is reviewed and adjustments are made. The corrections shall be written as an annex to the plan for the relevant year and shall be approved by the senior staff. The current plan is being developed for each preparation period. A weekly schedule of classes is being developed in the Human Intelligence Team. Commanders are given the opportunity to create creativity in the planning of the learning process. The specific tasks performed by the humint teams, shall be obliged:

- The company commander - to determine the amount of hours per subject and occupation;
- Team commanders - determine the content and duration of the sessions on each topic.

When planning the combat assembly of the teams, the following training time is set: for the company - up to 60% and for the team - up to 40%. A reserve of hours is planned each year. It is scheduled for exams, demonstrations, visits to historical sites and cultural monuments and other events outside the program.

**Organization of preparation.**

The program has been developed for three years, each with duration of 12 months. The year is divided into two periods of 6 months. During the first and the second training period of the first year, the following stages are progressing: preparation of the team and preparation of the company. During the first period of the second year the stage of improvement of the team's preparation was completed and in the second period the crisis response operations (CRO) were studied.

Practical survival classes with teams are conducted within field exercises, tactical classes and special teachings. The HUMINT teams run tactical exercise at the end of the second period in the first year and end of the first period in the second year, with duration of 2-3 days. When designing and conducting the exercise, it is possible for some of the teams to participate as Role Players. The HUMINT teams conduct complex lessons in the subject matter, lasting no less than 6-8 hours, at the end of the first period in the first and third years.

**Conduct preparation.**

The basics of personnel training for human intelligence teams are practical exercises in equipped cabinets, tactical training fields, shooting ranges, simulators, computer-simulated exercises and other audiovisual systems.

The information process is a set of consecutive actions (operations) performed with the data (data, primary information, facts, ideas, hypotheses, etc.) to obtain the information necessary for the purpose. Information processes always take place in a system (social, military, biological, etc.). The information processes carried out by a certain information technology and in an appropriate organizational environment are the basis for carrying out information activity by the person.

Special training is subject to all other disciplines. In the course of the sessions and exercises conducted, the teams are trained individually or in interaction with other units to carry out HUMINT management tasks, learn HUMINT operator tactics, techniques and procedures for collecting intelligence information, surveillance techniques, non-verbal communication, and working with translators, conducting conversations and interrogations, marching in difficult conditions at high speeds in populated and outlying settlements. Protection of electronic warfare is considered to be a complex of technical and organizational events conducted to ensure the sustainable operation of its own systems and means of troop management under conditions of electronic impact by the enemy.

On the basis of the analysis of the first and second year training, trainees should:

- To build skills for team work, endurance, psychological sustainability, discipline and efficiency;
- To know the techniques, the means of intelligence and communication;

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3 Иванов, М., Основи на геоинформационните технологии, В. Търново, 2016, стр. 17
4 Лазаров, Л., Основи на електронната война, В. Търново, 2018, стр. 18
- Be trained to seek and enter into direct contact with representatives of the local population and local institutions, as well as representatives of the international community;
- Conduct non-verbal communication techniques and basic techniques such as HUMINT operators;
- Be able to hold conversations and interviews with potential and recruited sources of information;
- Have the techniques for analyzing the extracted information;
- Produce the necessary intelligence reports and documents for summarizing the extracted information;
- Be able to obtain the necessary intelligence through the creation of intentional and unintentional contacts with the local population, the administrative structures of the local government and other governmental and non-governmental organizations;
- Have a clear understanding of the historical past, economic situation and current situation in the geographic regions of the upcoming missions;
- Build trust and maintain good relations with the local population;
- Be able to provide and provide the necessary medical care and evacuation in all conditions;
- Improve the acquired qualities: physical endurance, psychological sustainability, discipline, performance and field training;
- Be able to fire with personal and collective weapons.

5. From the analysis of the training in the third year, the trainees should:
- Improve knowledge, skills and habits;
- Develop the qualities: determination and assuming a reasonable risk in performing the tasks.

The theoretical analysis of the problem we are studying allows us to define human intelligence training as a purposeful process for building and shaping professional knowledge, skills, habits and personal qualities that enable humint teams to participate in crisis response operations [8].

Control, report and analysis of preparation.

At the end of each period, a review and assessment of teams' readiness is performed. In the course of these checks, personnel tests are carried out to give an individual assessment of their preparation. At the end of the year, examinations are held to certify the teams. Analysis in the formation takes place after each training period and at the end of the year, with a review of the plan. The Company's commander analyzes the preparation of all personnel at the end of each week in self-training hours, and team commanders - daily, after each occupation. The results of the preparation are reflected in the combat training [9].

Analyzing and studying international experience shows the need to improve the individual and team training of HUMINT troops for tactics, techniques, procedures, and intelligence tools to build effective teams for coalition operations [12].

An important guideline for improving the training of HUMINT operators and teams is the pre-selection of military personnel. They must have undergone some professional development and realization, be mature and laid-back. The refinement of selection procedures is crucial in the future preparation of human intelligence teams [11].

The analysis of the preparation of human intelligence teams and its reconciliation with the modern tactics, techniques and procedures for HUMINT in NATO allows us to draw the following conclusions:

1. There is no modern and correct approach to the selection, construction, training and use of human intelligence teams.
2. Due to the multiplicity of crisis response operations, the preparation of human intelligence teams should be in accordance with the specifics of the particular operation.
3. New guidelines are being developed to improve the selection and preparation of human intelligence teams.

The use of HUMINT teams in crisis response operations is based on the flexible process of human intelligence that helps to extract, process, analyze and disseminate information.

It can be concluded that, in the absence of appropriate theory and practice for HUMINT, and in the wrong selection of human intelligence teams, conditions are created to delay the development of this kind of intelligence in the Bulgarian army. The versatility of actions in response to crises leads to new tasks for human intelligence teams [14].

CONCLUSIONS:

1. Human intelligence operations are characterized by dynamic actions and unpredictability, which requires the implementation of a modern and correct approach to the selection, construction, training and use of intelligence teams. There is a need to improve the professional training of human intelligence teams.

2. The experience of the crisis response operations led to a review of HUMINT tactics, techniques and procedures. Due to the versatility of this type of operations, the preparation of human intelligence teams should be done in accordance with the specifics of the particular operation.

3. The training of human intelligence is a purposeful process for the formation of professional knowledge, habits and skills, allowing their future development as commanders of HUMINT teams.

4. Using the experience of coalition partners, HUMINT can adapt to Bulgarian conditions. It is necessary to develop guidelines for improving the preparation of intelligence teams for crisis response operations. On their basis, an appropriate methodology will be created, implemented and prepared for the preparation of HUMINT teams for participation in crisis response operations.

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Yavor YANKOV PhD
e-mail yavorchoo@yahoo.com
NMU „Vasil Levski“ Veliko Tarnovo, Bulgaria

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