



DoD INSTRUCTION 3300.07

DEFENSE INTELLIGENCE FOREIGN LANGUAGE AND REGIONAL AND CULTURE CAPABILITIES

| | |
|-------------------------------|---|
| Originating Component: | Office of the Under Secretary of Defense for Intelligence and Security |
| Effective: | February 14, 2017 |
| Change 3 Effective: | May 18, 2022 |
| Releasability: | Cleared for public release. Available on the Directives Division Website at https://www.esd.whs.mil/DD/ . |
| Approved by: | Todd R. Lowery, Performing the Duties of the Under Secretary of Defense for Intelligence |
| Change 3 Approved by: | Ronald S. Moultrie, Under Secretary of Defense for Intelligence and Security |

Purpose: In accordance with the authority in DoD Directive (DoDD) 5143.01, this issuance:

- Establishes policy, assigns responsibilities, and provides guidance for the management and use of foreign language and regional and culture capabilities of Military Service members and DoD civilian personnel performing intelligence, counterintelligence, security, sensitive activities, and all other Defense Intelligence-related matters, in accordance with DoDD 5160.41E and Intelligence Community Directive (ICD) 630.
- Designates a principal lead to oversee the Defense Intelligence Components foreign language and regional and culture capabilities matters and be the Under Secretary of Defense for Intelligence and Security (USD(I&S)) representative to the Defense Language Steering Committee (DLSC), in accordance with DoDD 5160.41E.

TABLE OF CONTENTS

| | |
|--|----|
| SECTION 1: GENERAL ISSUANCE INFORMATION | 3 |
| 1.1. Applicability. | 3 |
| 1.2. Policy. | 3 |
| 1.3. Summary of Change 3. | 3 |
| SECTION 2: RESPONSIBILITIES | 4 |
| 2.1. USD(I&S). | 4 |
| 2.2. Directors of the Defense Intelligence Agency (DIA) and National Geospatial- Intelligence Agency (NGA), and the Director, National Security Agency/Chief, Central Security Service (DIRNSA/CHCSS)..... | 4 |
| 2.3. Secretaries of the Military Departments. | 6 |
| 2.4. CJCS. | 7 |
| 2.5. CCDRs. | 8 |
| SECTION 3: DEFENSE INTELLIGENCE FOREIGN LANGUAGE AND REGIONAL AND CULTURE GOVERNANCE STRUCTURE | 9 |
| a. ESG. | 9 |
| b. DIFLAAG. | 9 |
| SECTION 4: CLA | 11 |
| 4.1. General Information..... | 11 |
| 4.2. Procedures..... | 12 |
| SECTION 5: CLP | 14 |
| 5.1. General Information..... | 14 |
| 5.2. Procedures..... | 14 |
| SECTION 6: HUMINT | 16 |
| 6.1. General Information..... | 16 |
| 6.2. Procedures..... | 16 |
| GLOSSARY | 17 |
| G.1. Acronyms. | 17 |
| G.2. Definitions..... | 18 |
| REFERENCES | 19 |

SECTION 1: GENERAL ISSUANCE INFORMATION

1.1. APPLICABILITY. This issuance applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff (CJCS) and the Joint Staff, the Combatant Commands (CCMDs), the Office of Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD (referred to collectively in this issuance as the “DoD Components”).

1.2. POLICY.

a. Foreign language skills and regional and culture capabilities are enduring critical competencies in accordance with DoDD 5160.41E. Defense Intelligence Components will optimize the development, maintenance, enhancement, and use of these capabilities.

b. DoD Components with Defense Civilian Intelligence Personnel System (DCIPS) employees will administer foreign language pay in accordance with Volume 2016 of DoD Instruction (DoDI) 1400.25.

c. Defense Intelligence missions requiring any combination of foreign language capabilities, as well as regional and culture competencies, need trained and qualified personnel to execute the missions successfully.

d. Nothing in this issuance replaces or infringes on the responsibilities, functions, or authorities of the DoD Component heads or other OSD officials as prescribed by law, Executive order, DoD policy or applicable Director of National Intelligence (DNI) policy.

1.3. SUMMARY OF CHANGE 3. This change:

a. Provides DoD Components with the flexibility to address required formal language training for cryptologic language analysts (CLAs).

b. Updates references and URLs for accuracy.

c. Removes the information collections requirements due to the report control symbol no longer being active.

SECTION 2: RESPONSIBILITIES

2.1. USD(I&S). The USD(I&S):

- a. Oversees and evaluates Defense Intelligence Component program effectiveness and direction and investments, in accordance with DoDD 5205.12.
- b. Coordinates with the DNI, the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), the Secretaries of the Military Departments, and the directors of the defense intelligence combat support agencies (CSA) on foreign language matters in support of intelligence mission requirements, in accordance with DoDD 5160.41E and ICD 630.
- c. Designates a Defense Intelligence Senior Executive Service or Defense Intelligence Senior Level, who will serve as the principal lead and USD(I&S) representative to the DLSC, and oversee the Defense Intelligence Components' foreign language and regional and culture capabilities matters. The principal lead must have direct access to Defense Intelligence Components' senior leadership; understand comprehensive mission requirements and the force-wide programmatic and policy implications of the Defense Language, Regional Expertise, and Culture Program; and articulate, advocate, and defend Defense Intelligence Component equities as they pertain to force-wide policy and resourcing activities, in accordance with DoDD 5160.41E.
- d. Requires Defense Intelligence foreign language and regional and culture requirements identification, sourcing recommendations, and assessment of mission accomplishment and gap analysis are part of the global force management (GFM) process.
- e. May establish an executive steering group (ESG), as a senior subcommittee of the DLSC, to guide the integration of Defense Intelligence foreign language and regional and culture priorities of the USD(I&S), in accordance with DoDD 5160.41E. The ESG also coordinates, as needed, Defense Intelligence foreign language issues in support of IC activities and Defense Intelligence foreign language initiatives and actions assigned by the DLSC.

2.2. DIRECTORS OF THE DEFENSE INTELLIGENCE AGENCY (DIA) AND NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY (NGA), AND THE DIRECTOR, NATIONAL SECURITY AGENCY/CHIEF, CENTRAL SECURITY SERVICE (DIRNSA/CHCSS). The Directors of the DIA and NGA and the DIRNSA/CHCSS:

- a. Manage foreign language and regional and culture capabilities to meet the intelligence requirements of commanders, mission managers, staffs, and policymakers at all levels of the DoD.
- b. Coordinate with the DoD Components and the IC, to the fullest extent possible based upon mission and domain, in the development of intelligence foreign language and regional and culture training and education products to minimize duplication of effort in support of intelligence missions.

- c. Incorporate the significance of foreign language and regional and culture capabilities in Component policies governing hiring, incentives, assignments, and career development.
- d. Establish processes for identifying, documenting, and prioritizing foreign language and regional and culture capability requirements in support of current and projected intelligence missions.
- e. Provide foreign language and regional and culture training and education to required DCIPS personnel in accordance with career development models for maintenance and enhancement of the foreign language and regional and culture capabilities required to execute intelligence missions.
- f. Incentivize DCIPS civilian personnel for the use of their foreign language skills while performing intelligence duties in support of intelligence language mission requirements, in accordance with Component specific language pay policies and consistent with Volume 2016 of DoDI 1400.25.
- g. Develop appropriate foreign language and regional and culture policy and strategy, and provide resources as the DoD lead for all-source production and human intelligence (HUMINT) (DIA); and as the functional managers for geospatial intelligence (NGA), and signals intelligence (SIGINT) (National Security Agency) to meet critical mission requirements.
- h. Publish agency-specific foreign language and regional and culture personnel proficiency standards to meet intelligence mission requirements in accordance with ICDs 610, 630, and Paragraph 2.2.e.
- i. Participate in the Defense Intelligence foreign language Mission Manpower Review (MMR) program to reconcile Military Service, CCMD, and CSA foreign language requirements and assess foreign language capacity with Service Intelligence Components manpower resources.
- j. Provide appropriate training resources to military and civilian personnel to meet agency-specific foreign language and regional and culture requirements.
- k. Assist the USD(I&S) and the USD(P&R) in the prioritization of Defense Intelligence foreign language requirements.
- l. Coordinate research, development, and insertion of human language technologies with the DoD Components, and IC elements and activities, to maximize benefit across Defense Intelligence and the IC, optimize mission accomplishment, and eliminate duplication of effort.
- m. Designate a senior level intelligence official who oversees the management of their respective intelligence foreign language and regional and culture capabilities, consistent with their respective missions and in accordance with DoDD 5160.41E. The designee will represent their Intelligence Component equities in Defense Intelligence and IC foreign language forums, in accordance with this issuance and ICD 630.

- n. Report annually to the USD(I&S) on the status of Defense Intelligence foreign language training and education programs for inclusion in the USD(I&S) Annual Report of Intelligence and Security Training, Education, and Certification, in accordance with DoD Manual 3115.11.
- o. Report annually to the Office of the Director of National Intelligence (ODNI), in coordination with the Office of the USD(I&S), on the status of IC foreign language programs for inclusion in ODNI's annual reports to the DNI, Deputy Directors, and National Intelligence Managers, in accordance with ODNI Instruction 20.03.

2.3. SECRETARIES OF THE MILITARY DEPARTMENTS. The Secretaries of the Military Departments:

- a. Organize, staff, train, and equip military intelligence personnel and DCIPS civilian personnel to meet foreign language proficiency requirements for intelligence, counterintelligence, security, sensitive activities, and all other Defense Intelligence-related missions in support of operational forces, CSAs, and national-level policymakers, as prescribed by law, Executive order, DoD policy, or, with the approval of USD(I&S), applicable DNI policy.
- b. Incorporate regional and culture competencies in development and training activities commensurate with the skills and knowledge as required by the Military Department to execute intelligence missions for military intelligence and DCIPS civilian personnel.
- c. Coordinate with the DoD Components and the IC, to the fullest extent possible based upon mission and domain, in the development of intelligence foreign language and regional and culture training and education products to minimize duplication of effort in support of intelligence missions.
- d. Incorporate the significance of foreign language and regional and culture capabilities in Service policies governing accession, incentives, assignments, and career development.
- e. Establish, in coordination with the CJCS and the CSAs, processes for identifying, documenting, and prioritizing intelligence foreign language and regional and culture capability requirements in support of current and projected intelligence missions.
- f. Provide foreign language and regional and culture training and education to required military intelligence personnel and DCIPS civilian personnel in accordance with career development models for maintenance and enhancement of the foreign language and regional and culture capabilities required to execute intelligence missions.
- g. Incentivize DCIPS civilian personnel and military intelligence personnel for the use of their foreign language skills while performing intelligence duties in support of intelligence language mission requirements, in accordance with Component specific language pay policies and consistent with Volume 2016 of DoDI 1400.25 and DoDI 1340.27.
- h. Participate in the Defense Intelligence foreign language MMR program to reconcile CCMD and CSA foreign language requirements and assess foreign language capacity with Service Intelligence Components manpower resources.

- i. Develop and employ an intelligence workforce with foreign language and regional and culture capabilities necessary to support the ongoing and planned intelligence mission requirements of the Military Services, CCMDs, and CSAs.
- j. Identify military intelligence and DCIPS positions requiring foreign language capabilities to size the workforce and resource the acquisition, development, and sustainment of the capabilities required to meet intelligence mission requirements.
- k. Designate a senior level intelligence official who oversees the management of their respective intelligence foreign language and regional and culture capabilities, consistent with their respective missions and in accordance with DoDD 5160.41E. The designee will represent Intelligence Component equities in Defense Intelligence and IC foreign language forums, in accordance with this issuance and ICD 630.
- l. Report annually to the USD(I&S) on the status of Defense Intelligence foreign language training and education programs for inclusion in the USD(I&S) Annual Report of Intelligence and Security Training, Education, and Certification, in accordance with DoD Manual 3115.11.
- m. In coordination with the Office of the USD(I&S), report annually to the ODNI on the status of IC foreign language programs for inclusion in ODNI's annual reports to the DNI, Deputy Directors, and National Intelligence Managers, in accordance with ODNI Instruction 20.03.

2.4. CJCS. The CJCS:

- a. Provides Combatant Commanders (CCDRs) guidance and direction to identify and prioritize CCMD intelligence foreign language and regional and culture capability requirements, in accordance with CJCS Instruction 3126.01B, and for the integration of foreign language and regional and culture capabilities in joint intelligence planning and operations to guide force provider foreign language future needs planning and programming.
- b. Establishes standards and procedures, in conjunction with CCDRs, to identify and document foreign language capabilities and regional and culture competency needs in intelligence, surveillance, and reconnaissance (ISR) concept of operations, theater campaign plans, GFM, and intelligence-related operational requirements specified in or derived from joint capability requirement documents.
- c. Provides guidance and direction, in coordination with the Services, for coding joint military intelligence positions requiring foreign language and regional and culture capabilities in accordance with CJCS Instruction 1001.01B to allow force providers to size the workforce and resource the acquisition, development, and sustainment of such capabilities to meet joint mission requirements.
- d. Integrates the identification of foreign language and regional and culture capability requirements in GFM implementation guidance and business rules, DoD Component and joint task force requirement submissions, and data elements for Joint Capabilities Requirements Management extraction.

e. Develops foreign language and regional and culture capabilities requirements descriptions to include in the GFM allocation policies and procedures and in ISR-associated processing, exploitation, and dissemination allocation processes.

f. Participates in the Defense Intelligence foreign language MMR program to reconcile CCMD and CSAs foreign language requirements with Service Intelligence Components manpower resources.

2.5. CCDRS. The CCDRs identify, prioritize, and coordinate intelligence foreign language and regional and culture requirements, in accordance with CJCS Instruction 3126.01B, and inform planning processes, including ISR concept of operations, theater campaign plans, GFM, and other intelligence-related operational requirements specified in or derived from joint capability requirement documents, in accordance with DoDD 5160.41E and CJCS Manual 3130.03A.

SECTION 3: DEFENSE INTELLIGENCE FOREIGN LANGUAGE AND REGIONAL AND CULTURE GOVERNANCE STRUCTURE

The management and use of foreign language and regional and culture capabilities in Defense Intelligence contains two primary levels.

a. ESG. The ESG is established as a senior subcommittee of the DLSC, in accordance with Paragraph 2.1.e. It is composed of officials designated by the USD(I&S), in consultation with the USD(P&R) and Defense Intelligence Components. The ESG:

(1) Oversees and provides direction for the management of Defense Intelligence foreign language and regional and culture capabilities so strategies, policies, standards, plans, and programs are coordinated effectively to support the DoD and IC missions.

(2) Directs the Defense Intelligence foreign language MMR program, which reconciles CCMD and CSAs intelligence foreign language requirements with Joint Staff and Service Intelligence Component manpower resources.

(3) Recommends Defense Intelligence policy and initiatives to the DLSC and the USD(I&S) to advance Defense Intelligence foreign language and regional and culture capabilities.

(4) Is chaired by the USD(I&S) designated principal lead, in accordance with Paragraph 2.1.c.

(5) Meets as needed to provide guidance and direction to the Defense Intelligence Foreign Language and Area Advisory Group (DIFLAAG).

b. DIFLAAG. The DIFLAAG is an advisory group that supports the USD(I&S) and the ESG in vetting, coordinating, and collaborating on issues related to Defense Intelligence foreign language and regional and culture capabilities, requirements, policy, funding, and related topics. The DIFLAAG:

(1) Provides subject matter expertise on DoD and IC policies and initiatives, and serves as a forum to facilitate and coordinate intelligence foreign language and regional and culture initiatives, and promote Defense Intelligence foreign language and regional and culture capabilities, in accordance with DoDD 5160.41E and ICD 630.

(2) Prepares for USD(I&S) publication a comprehensive prioritized list of world languages of interest to guide Defense Intelligence planning and programming for building foreign language capability to support current and future Defense Intelligence missions. The DIFLAAG will update this list as needed, based on changes in Defense Intelligence priorities, and will supplement the DoD Strategic Language List, which is codified in DoDD 5160.41E.

(3) Oversees effectiveness of methodologies to accurately determine foreign language proficiency, as well as regional and culture competency levels to meet Defense Intelligence

mission requirements in accordance with ICD 610. The methodology is used as part of the MMR.

(4) Develops reporting guidelines to capture Defense Intelligence foreign language training and education programs, in accordance with Paragraph 1.3.a.

(5) Oversees human language technology strategies, investments, and inventories to optimize research, development, technology transfer and integration, training, and employment of tools and technologies across Defense Intelligence.

(6) Is chaired by the principal lead appointed representative.

(7) Meets monthly or as otherwise determined necessary by the chair.

(8) Consists of:

(a) Full-time or permanent part-time civilian employees or military representatives from the Defense Intelligence Components empowered to act on behalf of their intelligence organizations.

(b) Full-time or permanent part-time civilian employees or military representatives from the ODNI Foreign Language Program Office, the Defense Language and National Security Education Office, and the Defense Language Institute Foreign Language Center (DLIFLC), who serve in an advisory capacity and provide subject matter expertise on IC- and DoD-level policies and initiatives, and foreign language and regional and culture training activities.

(c) Full-time or permanent part-time civilian employees or military representatives from non-DoD national-level IC agencies, to improve cooperation and provide subject matter expertise on specific foreign language and regional and culture matters of interest.

SECTION 4: CLA

4.1. GENERAL INFORMATION.

- a. Foreign language is a cryptologic core competency.
- b. The minimum foreign language proficiency requirement for a fully-qualified, professional-level CLA is Interagency Language Roundtable (ILR) Skill Level 3 (General Professional Proficiency) in both listening and reading modalities.
- c. Initial language acquisition is a part of the development path of the military CLA.
- d. Commanders and staffs at all levels will make every effort to assign CLAs to tasks that use the languages in which they are trained; and commanders will provide opportunities for maintenance and enhancement of language proficiency and associated analytic skills and knowledge.
- e. Foreign language readiness, as defined in this issuance for assigned personnel and missions, should be considered in individual performance evaluations and in Service readiness reporting.
- f. The National Security Agency/Central Security Service (NSA/CSS) will coordinate with the Service Intelligence Components to develop procedures for units with CLAs assigned to maintain and update the NSA/CSS web-based language readiness and capabilities database on those assigned CLAs.
- g. CLAs will engage, during normal duty hours, in a minimum of 160 hours of formal language training every 24 months. CLAs who possess a current tested ILR Skill Level 3 and above in their required language and modality or modalities may be exempt from this requirement in accordance with their DoD Component-specific policies. Exemptions from this training requirement must be renewed in accordance with their DoD Component-specific testing policy.
 - (1) Language training need not be delivered in a single block or format event. However, the coordinated sequence of learning events taken as a whole should have cumulative training time equal to, or better than, a single 160-hour training event. Maximum flexibility to meet this requirement is encouraged.
 - (2) NSA/CSS and Military Department policies will address training, including required and permissible training hours, for languages other than the CLA's primary target language or languages.
- h. During normal duty hours, supervisors must provide time for CLAs to develop their foreign language proficiency, performance, and associated analytical skills and other technical knowledge to satisfy professional language and mission readiness requirements, and to perform cryptologic language analysis mission tasks.

4.2. PROCEDURES.

a. The DIRNSA/CHCSS:

(1) As the functional manager for SIGINT, develops policy and provides procedures for the DoD Components and other entities conducting SIGINT under Secretary of Defense authority, in accordance with DoDI O-3115.07.

(2) Establishes foreign language and regional and culture knowledge and skills standards to address requirements in all cryptologic areas in which CLAs are employed, including information assurance and cyber missions.

(3) Provides learning objectives for foreign language training for cryptologic personnel, in accordance with DoDI 3305.09.

(4) Evaluates annually the technical adequacy of foreign language and regional and culture curricula for training cryptologic personnel.

(5) Plans and programs for, in coordination with the USD(I&S) and, for military personnel, with the Service Intelligence Components, foreign language and regional and culture training necessary to enable CLAs to develop knowledge, skills, and abilities in response to mission requirements.

(6) Establishes CLA foreign language proficiency level qualifications, in coordination with the USD(I&S) and, for military personnel, with the Service Intelligence Components, and aligns qualifications with ODNI standards for occupational work levels.

(7) Establishes foreign language and regional and culture developmental roadmaps for both military personnel and DCIPS civilian personnel and coordinates with the USD(I&S) and the Service Intelligence Components to align the roadmaps to CLA level qualifications, and provides appropriate staffing to manage programs to enable CLAs to progress through the levels.

(8) Is the responsible training authority for intermediate and advanced cryptologic foreign language training.

(9) Maintains a direct technical link with the DLIFLC to coordinate issues of common concern with faculty, staff, and the Military Service cadre on cryptologic-related global language learning objectives.

(10) Provides, in partnership with DLIFLC and the Military Services, language programs for CLAs to achieve and maintain ILR Skill Level 3 in both listening and reading modalities.

(11) In coordination with the Service Intelligence Components, conducts periodic reviews to determine, adjust where necessary, and document CLA staffing requirements.

(12) In coordination with the Service Intelligence Components, provides access and develops procedures for units with CLAs assigned to update the NSA/CSS web-based language readiness and capabilities database, in accordance with Paragraph 4.1.f.

b. The Service Intelligence Components coordinate with the DIRNSA/CHCSS to:

(1) Establish, resource, implement, and assess CLA workforce management programs to meet the demands of Defense Intelligence foreign language missions, in accordance with this issuance.

(2) Institute a formal CLA career developmental plan keyed to CLA level qualifications established in accordance with Paragraph 4.2.a.(7).

(3) Develop a command language program (CLP), supported by CLP managers (CLPMs) and, if possible, a civilian foreign language specialist to support commanders responsible for global foreign language training of CLAs.

(4) Establish foreign language proficiency as a criterion for language mission assignments.

(5) Identify, in coordination with the DNI, USD(I&S), USD(P&R), and the CJCS, total manpower required to perform CLA foreign language missions and ensure results are reflected appropriately in Service manpower databases in accordance with DoDD 1100.4 and Service-specific policies.

(6) Integrate, in coordination with the CJCS, CLA foreign language requirements identification in the GFM process, in accordance with Paragraph 2.3.d.

(7) Identify CLA positions requiring foreign language skills, in accordance with DoD, Joint, and Service policies and procedures, to adequately size the workforce and resource the acquisition, development, and sustainment of such capabilities to meet foreign language mission requirements.

(8) Establish procedures for units with CLAs assigned to update the NSA/CSS web-based database, in accordance with Paragraph 4.1.f.

SECTION 5: CLP

5.1. GENERAL INFORMATION. This section applies to Defense Intelligence Components required to establish a CLP for commands (or units) and designate a CLPM. The CLPM at commands with CLAs assigned, sometimes designated Cryptologic Language Training Managers, will have additional duties as specified in this section.

a. Maintenance and enhancement of foreign language proficiency is necessary for Defense Intelligence personnel who are assigned to units with foreign language requirements.

b. Defense Intelligence Components whose missions depend on assigned personnel sustaining their foreign language skills will establish a CLP and designate, in writing, a CLPM who administers all aspects of the development, implementation, and management of the CLP, in accordance with current Service policies.

c. Designated CLPMs will be current with information disseminated at the DLIFLC CLPM course and the National Cryptologic School-sponsored Cryptologic Language Training Managers workshop. Designated CLPMs can search the DLIFLC and National Cryptologic School websites to obtain information and to sign up for the courses and workshops.

5.2. PROCEDURES.

a. The CLP:

(1) Supports the maintenance and enhancement of foreign language proficiency.

(2) Facilitates foreign language training and testing.

(3) Fosters commander involvement for training and proficiency maintenance and enhancement of foreign language capabilities.

b. The CLPM:

(1) Serves as the commander's principal advisor and focal point for foreign language issues.

(2) Develops and executes unit language training plans in support of operational objectives and contingency plans, and develops and maintains individual training plans for assigned Defense Intelligence foreign language personnel.

(3) Identifies Defense Intelligence foreign language classroom requirements and submits funding requests through their chain of command based on foreign language training priorities.

(4) Maintains foreign language databases, including individual language training plans and individual development plans, training accomplishments, foreign language test scores, and other pertinent foreign language information.

(5) Evaluates the effectiveness of foreign language instruction and the overarching training program.

(6) Monitors progress and assists assigned CLAs in advancing in the Military Cryptologic Continuing Education Program – Language Analysis.

SECTION 6: HUMINT

6.1. GENERAL INFORMATION.

a. Cultural intelligence represents a HUMINT core competency necessary for comprehensive intelligence gathering in the human domain, especially when the DoD operates in a foreign environment or interacts with people who do not share the collector's language or culture.

b. Foreign language proficiency in all language modalities (listening, reading, speaking, and writing) enhances HUMINT capability when coupled with a systematic approach to interpret socio-cultural nuances influencing areas of operation.

6.2. PROCEDURES. As directed by the Secretaries of the Military Departments and the Director, DIA, in accordance with DoDD S-5200.37, the Service and DIA Defense HUMINT Executors will:

a. Define, develop, and annually document foreign language requirements to meet projected HUMINT needs for mission demands. Use this analysis to adequately size the workforce, and to resource the acquisition, development, and sustainment of such capabilities.

b. Establish internal guidelines to acquire HUMINT personnel with required foreign language proficiency (e.g., focusing recruitment efforts on personnel with language capabilities).

c. Integrate identifying HUMINT foreign language requirements into the GFM process, in coordination with the CJCS, and in accordance with Paragraph 2.4.d.

d. Establish internal guidelines that address foreign language, regional, and culture training requirements that support cultural intelligence to enhance the capabilities of HUMINT personnel.

e. Establish HUMINT foreign language qualification levels with associated regional and culture proficiency standards in coordination with the USD(I&S).

f. Establish organization-specific foreign language, regional, and culture developmental roadmaps so HUMINT personnel have opportunities to use their foreign language and regional and culture knowledge toward achieving cultural intelligence.

g. Represent their individual Defense HUMINT Executor foreign language interests at DoD, Defense Intelligence, and IC foreign language forums.

GLOSSARY

G.1. ACRONYMS.

| | |
|--------------|--|
| CCDR | Combatant Commander |
| CCMD | Combatant Command |
| CJCS | Chairman of the Joint Chiefs of Staff |
| CLA | cryptologic language analyst |
| CLP | command language program |
| CLPM | command language program manager |
| CSA | combat support agency |
| DCIPS | Defense Civilian Intelligence Personnel System |
| DIA | Defense Intelligence Agency |
| DIFLAAG | Defense Intelligence Foreign Language and Area Advisory Group |
| DIRNSA/CHCSS | Director, National Security Agency/Chief, Central Security Service |
| DLIFLC | Defense Language Institute Foreign Language Center |
| DLSC | Defense Language Steering Committee |
| DNI | Director of National Intelligence |
| DoDD | DoD directive |
| DoDI | DoD instruction |
| ESG | Executive Steering Group |
| GFM | global force management |
| HUMINT | human intelligence |
| IC | Intelligence Community |
| ICD | Intelligence Community Directive |
| ILR | Interagency Language Roundtable |
| ISR | intelligence, surveillance, and reconnaissance |
| MMR | Mission Manpower Review |
| NGA | National Geospatial-Intelligence Agency |
| NSA/CSS | National Security Agency/Central Security Service |
| ODNI | Office of the Director of National Intelligence |
| SIGINT | signals intelligence |
| URL | uniform resource locator |
| USD(I&S) | Under Secretary of Defense for Intelligence and Security |
| USD(P&R) | Under Secretary of Defense for Personnel and Readiness |

G.2. DEFINITIONS. Unless otherwise noted, these terms and their definitions are for the purpose of this issuance.

cryptologic. Defined in DoDI 3305.09.

cryptologic-related. Defined in DoDI 3305.09.

cultural intelligence. A set of knowledge, skills, and abilities that enable HUMINT personnel to understand the environment, interpret unfamiliar situations, appropriately interact and successfully communicate with people, and adapt effectively in cross-cultural environments to successfully accomplish mission objectives.

culture. The creation, maintenance, and transformation across generations of semi-shared patterns of meaning, sense-making, affiliation, action, and organization by groups.

culture capabilities. Defined in DoDD 5160.41E.

Defense intelligence. Defined in DoDD 5143.01.

Defense Intelligence Components. Defined in DoDD 5143.01.

foreign language. Any language used in a country other than one's own.

foreign language readiness. Encompasses the ability of personnel and Service units to successfully execute the assigned intelligence language mission and those actions taken to improve foreign language proficiency, in both the requisite foreign language and language modalities.

functional manager. The designated DoD advisor for an area defined as an enterprise-wide intelligence and security activity or set of intelligence and security activities. These activities are characterized by specific skill sets, data sources, tasking, collection, processing, exploitation, analysis, and dissemination processes requiring specialized training, equipment, or unique applications of training or skills.

ILR. Defined in DoDI 5160.70.

language proficiency. Defined in DoDD 5160.41E.

regional expertise. Defined in DoDD 5160.41E.

requirement. A need developed to support the mission.

Service Intelligence Components. Intelligence element headquarters of the Military Departments, including the United States Coast Guard when operating as a Service in the Department of the Navy.

Strategic Language List. Defined in DoDD 5160.41E.

REFERENCES

- Chairman of the Joint Chiefs of Staff Instruction 1001.01B, “Joint Manpower and Personnel Program,” October 7, 2014
- Chairman of the Joint Chiefs of Staff Instruction 3126.01B, “Language, Regional Expertise, and Culture (LREC) Capability Identification, Planning, and Sourcing,” November 18, 2020
- Chairman of the Joint Chiefs of Staff Manual 3130.03A, “Planning Formats and Guidance,” February 4, 2019, as amended¹
- DoD Directive 1100.4, “Guidance for Manpower Management,” February 12, 2005
- DoD Directive 5143.01, “Under Secretary of Defense for Intelligence and Security (USD(I&S)),” October 24, 2014, as amended
- DoD Directive 5160.41E, “Defense Language, Regional Expertise, and Culture (LREC) Program,” August 21, 2015, as amended
- DoD Directive S-5200.37, “(U) Management and Execution of Defense Human Intelligence (HUMINT),” February 9, 2009, as amended
- DoD Directive 5205.12, “Military Intelligence Program (MIP),” November 14, 2008, as amended
- DoD Instruction 1340.27, “Military Foreign Language Skill Proficiency Bonuses,” May 21, 2013, as amended
- DoD Instruction 1400.25, Volume 2016, “DoD Civilian Personnel Management System: Administration of Foreign Language Pay for Defense Civilian Intelligence Personnel System (DCIPS) Employees,” April 28, 2015
- DoD Instruction 3305.09, “DoD Cryptologic Training,” June 13, 2013, as amended
- DoD Instruction 5160.70, “Management of the Defense Language, Regional Expertise, and Culture (LREC) Program,” December 30, 2016
- DoD Instruction O-3115.07, “Signals Intelligence (SIGINT),” September 15, 2008, as amended
- DoD Manual 3115.11, “DoD Intelligence and Security Training Standards,” March 24, 2015, as amended
- DoD Manual 8910.01, Volume 1, “DoD Information Collections Manual: Procedures for DoD Internal Information Collections,” June 30, 2014, as amended
- Intelligence Community Directive 610, “Competency Library for the Intelligence Community Workforce,” April 17, 2017
- Intelligence Community Directive 630, “Intelligence Community Foreign Language Capability,” May 14, 2012
- Office of the Director of National Intelligence Instruction 20.03, “Tasking of Intelligence Community Organizations,” March 2, 2011

¹ Available at <https://jsportal.sp.pentagon.mil/sites/Matrix/DEL/CJCSJS Directives Limited/CJCSM 3130.03A.pdf>. Access is limited to .mil and .gov accounts.