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THE PROPOSED ESTABLISHMENT OF A JOINT SPECIALIST INTELLIGENCE RESERVIST UNIT

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Service Paper

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INTELLIGENCE RESERVIST UNIT**

LCol L.C. Sharp

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THE PROPOSED ESTABLISHMENT OF A JOINT SPECIALIST INTELLIGENCE RESERVIST UNIT

Service paper for the Deputy Chief of Defence Intelligence

AIM

1. The aim of this paper is to propose the cost-effective establishment of a Reservist Intelligence unit that provides specialist support to the Canadian Armed Forces (CAF) at the strategic and operational levels. The proposed organization is intended to broaden and deepen CAF's intelligence capability in order to optimize the force for the challenges of tomorrow. For the purpose of this paper the unit will be referred to as the Joint Specialist Intelligence Reserves (JSIR).

INTRODUCTION

2. The force of globalization continues unabated. Whilst fundamentally a force for good, history has demonstrated that globalization has also had significant negative impacts leading to uncertainty, instability and conflict. It has set the conditions in which migration, urbanization, climate change, pandemics and trans-national criminal and terrorist networks have thrived. Shifts in the monopoly of power from states to non-state actors have added to the unpredictability and complexity of threats to international peace and security.¹ Rapid increases in technology and networked communications have added further challenges that both help and hinder such threats.

3. Amid this context, the role of the CAF has never been more acute; in the past 25 years military deployments have spanned the spectrum of operations from domestic resilience,² humanitarian assistance disaster relief (HADR),³ peace support operations (PSO),⁴ capacity

¹ See: Department of National Defence, *The Future Security Environment 2008-2030 Part 1: Current and Emerging Trends*, (Ottawa: Chief of Force Development, 2010).

² Vancouver Winter Olympics and Para-Olympics, 2010.

³ Response to Haiti earthquake, 2010.

⁴ Bosnia Herzegovina, 1995-2004.

building,⁵ partnered-operations,⁶ counter-insurgency (COIN)⁷ and warfighting.⁸ The contemporary and forecasted security environment has also necessitated a diversification of the domains in which the CAF is required to operate. Recent engagements in the Balkans, Iraq and Afghanistan have broadened the military's remit to include less conventional military tasks such as governance, economics, civil affairs and information operations. These operations require our forces to operate effectively alongside Joint, Multinational, Interagency and Public (JIMP) partners. The unpredictable nature of the security environment, the range of military tasks demanded of the CAF, and the spectrum and multi-participant nature of operations means the CAF has to adapt into a responsive, agile, and more importantly, relevant force.

Meeting the challenges of a complex future security environment will require contributions from all instruments of national power; achieving the desired effects will require the participation of, and cooperation with, allied defence teams, other government departments, the private sector, and, where applicable, non-governmental organizations.⁹

4. The breadth and increasingly specialized nature of tasks required of the CAF means that the Regular component cannot provide all requisite capabilities organically. The Reserves, therefore, must adapt to play its part in future conflict, further professionalizing to meet Defence's needs and to work effectively with our Whole of Government (WoG) and public partners. The JSIR is an important step in this evolution and, once established, can act as a concept demonstrator for re-focusing elements of the Reserves to provide niche capabilities in support of wider Defence. The unit will deliver national level expertise in 3 domains, namely, Human, Cyber and Regional Specialists, thus offering a unique capability that would prove very difficult for the Regular force to create and sustain. The proposed

⁵ Ukraine, deployments ongoing.

⁶ Iraq, deployments ongoing.

⁷ Afghanistan 2006-2011 (in a combat role).

⁸ Gulf War 1991.

⁹ Department of National Defence, *The Future Security Environment...*, 13.

concept is based on the UK's Specialist Group Military Intelligence, an embryonic Reservist unit formed in 2014 (see para. 10).

DISCUSSION

5. **Strategic Direction.** The Canada First Defence Strategy sets out the strategic priorities for the Department of Defence (DND): Defending Canada, Defending North America and Contributing to International Peace and Security.¹⁰ In support of these priorities it directs the CAF to be an, “integrated, flexible, multi-role...military,” which must, “contribute as a core element of a whole-of-government approach to addressing both domestic and international security challenges.”¹¹ JSIR will directly support this strategic direction. Whilst the construct of the unit is primarily focused on servicing Canada's contribution to international peace and security, it has the ability to support domestic and continental operations, particularly in the cyber and to a limited extent, the Regional Specialist domains.¹² Furthermore, the pool of experts it seeks to recruit will directly enhance the CAF's WoG access and influence, as well as promoting a more integrated Regular and Reserve force construct.

6. **Joint Doctrine.** The importance of the intelligence function in military operations is indisputable:

Intelligence is an essential component of military capability that is fundamental to the planning and conduct of joint operations and activities. The purpose of intelligence is to allow the commander to gain an accurate understanding of the threat and of the operating environment. No operation can be planned or conducted with real hope of success until sufficient intelligence has been obtained or developed.¹³

¹⁰ Department of National Defence, *Canada First Defence Strategy*, (Ottawa: DND Canada, 2008), 7-8.

¹¹ *Ibid.*, 14.

¹² Central and North American regional specialists would provide additional support to North American Aerospace Defense Command (NORAD) operations or HADR such as Haiti.

¹³ Department of National Defence, *Canadian Forces Joint Publication 3-0 Operations*, (Ottawa: Canadian Forces Warfare Centre, 2011), 1-8.

7. The complexity of modern operations continues to place greater demands on the Military Intelligence (MI) community as decision makers at all levels demand timely and accurate understanding of the environment. The diversity of military tasks and depth of expertise required to support decision makers is arguably proving difficult for the CAF to effectively sustain. The JSIR aims to help close this gap. The key principle of the unit is to deliver a deep specialist capability that broadens MI capability, rather than providing further augmentation, which is the current focus of Reservist MI units. Comprised of field leaders, the JSIR seeks to build bridges to a wider network of civilian specialists delivering expert knowledge, industry best practice and access to the latest technologies. By its nature it is also expected to enhance DND's influence in the WoG and civilian domains. The end-state is a niche pool of experts that deliver cost effective intelligence support to key decision makers at the strategic and operational levels.

8. CAF Joint Doctrine, *Operations 3-0*, dictates 5 operational functions; Command, Sense, Act, Shield and Sustain.¹⁴ The expertise held within the JSIR will primarily deliver support to all but the latter function (though a broadening of JSIR's remit may extend support to the Sustain function).

- a. **Command.** Joint doctrine states, "The Command function incorporates...expertise from a wide range of military and non-military disciplines...to develop a coherent appreciation of the situation in the AOR."¹⁵ Commanders are unable to make informed decisions without a thorough understanding of the operating environment. JSIR will be able to provide a depth of understanding unavailable to the Regular force thus enhancing support to non-time-sensitive strategic and operational decision-making.

¹⁴ *Ibid.*, 1-5.

¹⁵ *Ibid.*

b. **Sense.** This is the function “that provides the commander with knowledge,”¹⁶ and is inextricably linked to command. The fundamental principle is that the JSIR provides knowledge outside of the remit or expertise of the Regular forces. This function is the JSIR’s *raison d’être*.

c. **Act.** Although unlikely to have a direct role in the delivery of effects component of Act, JSIR can contribute to an analysis of the exploitation phase of this function. It can also provide advice on the likely consequences of certain courses of action, applicable during operational planning. In doing so, it will support the cycle that informs commanders allowing for effective decisions to be made on future operations.

d. **Shield.** JSIR can support strategic and operational threat assessments and in doing so, contribute to the implementation of force protection measures for deployed CAF personnel.

9. **Organizational Structure.**

a. **Current Reserves Intelligence Capabilities.** The existing Reserve contribution to MI differs by environment: Navy Reservists provide unclassified regional assessments as directed by Director Navy Intelligence, as well as tactical intelligence augmentation to their Regular peers; Army Reservists provide additional combat intelligence capability to the Regular divisions when required; Air Force Reservists, manned almost entirely by ex-Regular RCAF personnel, deliver individual augmentation to Regular unit or HQ staff in traditional intelligence roles. Specialists exist within the Reserves Intelligence community but their specializations are not task

¹⁶ *Ibid.*

organized nor have they been recruited or retained specifically for their field of expertise.¹⁷

b. **Proposed Capability.** JSIR is to be an operationally focused Joint unit, under command of the Canadian Forces Intelligence Group (CFIG). It will deliver support to strategic headquarters (DND and Strategic Joint Staff (SJS)) as well as operational commanders and staff (Canadian Joint Operations Centre (CJOC) and Canadian Special Operations Forces Command (CANSOFCOM)). The proposed Command Structure is at Annex A. Three areas of expertise, or ‘domains’, are envisaged: Human, Cyber and Regional Specialists (Annex B details the manning requirements and specialist criteria by domain):

(1) **Human.** This will provide decision makers a more nuanced understanding of today’s complex operations outside of the traditional fields of military expertise. Experience from HADR, PSO and COIN operations have proven the need for detailed analysis of economic, political, cultural and environmental realities. Experts will not only provide a more nuanced understanding of the operating environment but also deliver targeted analysis on the effects of military operations on these pivotal factors.

(2) **Cyber.** Threats across the cyber spectrum are increasingly prevalent. As mass communication networks are now a global reality, the requirement to collect, analyze and influence in the cyber domain are a central component of military success, both defensively and, given political and legal approval, offensively. Despite the necessity for cyber competency, the CAF is unlikely to be able to maintain an organic capability that can match our resource-rich

¹⁷ As an example the Chief of Army Intelligence holds a PhD and 2 Intelligence Company’s Operations Officer is a fluent Pashtu speaker (and has lived in Afghanistan). Neither skill sets are directly applicable or utilized for the roles these individuals hold.

industry partners. JSIR will assist in alleviating this deficiency and help shape CAF's emerging cyber capability.

(3) **Regional Specialists.** It is envisaged that this domain will be particularly pertinent to strategic decision makers, or operational commanders in Phase 0 (pre-conflict) operations. Deep specialists in regional politics, culture, history and ethnic/ tribal dynamics will support the contextual understanding required to inform plans and direction.

c. **Personnel.** The CFDS articulates the growth of Defence to include 30,000 Reservists, from its current headroom of 26,000. It specifies that this expansion is required to deliver "key joint and enabling capabilities," including, "intelligence specialists." It goes on to state that 50% of the Defence budget is spent on personnel.¹⁸ The JSIR targets this requirement, bringing additional niche intelligence capabilities to the integrated force, in a cost effective manner. There are two principle options identified to man this capability:

(1) Create additional posts within the additional 4,000 personnel headroom that the CFDS directs. The requirement for the JSIR will therefore have to be prioritized amongst other competing capabilities.

(2) Re-organize 7 Intelligence Company,¹⁹ based in Ottawa. Whilst this is an Army establishment, it provides the largest capability-related person years (PYs) available without affecting existing manning levels.²⁰ Furthermore, the unit's HQ is ideally located in the capital, which is a fertile recruiting ground for personnel from other government departments and agencies, as

¹⁸ Department of National Defence, *Canada First Defence Strategy...*, 15.

¹⁹ 7 Intelligence Company's current manning levels are approximately 50 personnel.

²⁰ It is acknowledged that the JSIR rank structure will differ to that of 7 Intelligence Company and that manpower efficiencies would have to be made elsewhere in the force to ensure this re-organization is "PY-neutral". That said there would not be an increase in overall CAF manpower liability with this option.

well as drawing from recruiting pools in nearby Toronto, Montreal and Quebec.

- d. Specialists will require a minimum of 10 years of relevant professional experience though it is expected that most will be career experts. They will have national level credibility in their area of specialization, where appropriate should hold a PhD, and be eligible for Level 1 security clearance.
- e. **Equipment.** Initial equipment requirements are expected to be resource-light. The primary requirement will be sufficient classified communications between unit members such that specialists can work from home and communicate effectively with the appropriate command and staff. A detailed equipment statement of requirement is recommended in para 12.
- f. **Readiness.** The initial intent for JSIR specialists does not commit them to deploy on operations. The concept is likened to a non-time-sensitive 'reach-back capability' to the Regular component. Their non-deployable status will alleviate policy and resources hurdles that may inhibit the unit's inception. If the JSIR capabilities are deemed applicable in a deployed capacity this may be explored further.
- g. **Infrastructure.** The reorganization of 7 Intelligence Company will free up existing infrastructure for the JSIR HQ. Much of the work undertaken by the specialists is expected to be conducted from their home or work locations with the exception of unit commitments.²¹ A detailed infrastructure statement of requirement is recommended in para 12.
- h. **Costs.** Once statements of requirement for the capability functions above have been finalized, a financial plan can be delivered. Based on the pay rates at Annex C

²¹ Commitments to include induction weekends, symposiums, workshops or military training camps.

the Rough Order of Magnitude (ROM) costs for establishment and Year 1 are **\$1.4M**, comprising of:

- (1) Pay: \$1.15M
- (2) IT: \$100K
- (3) Travel and Subsistence: \$50K²²
- (4) Infrastructure upgrades: \$100K

i. **Customers.** All intelligence requests will be prioritized through CFGIC and taskings generated through HQ JSIR. The focus of JSIR's output is in support of strategic and operational decision making (specifically campaign design and post-campaign analysis). As such, the proposed priority of customers is:

- (1) Priority customers: SJS, CJOC, CANSOFCOM.
- (2) Secondary customers: Navy, Army, Air HQs.

j. **Recruitment.** The recruiting profile of the JSIR directly targets the requirement set out in the CFDS: "Rebuilding the Forces into a first-class, modern military means recruiting the "best and the brightest" that Canadian communities have to offer."²³ The Heads of Domain will be responsible for head-hunting appropriate experts before handing over potential recruits to an SO2 Recruiting (a Regular officer, moving to a Reserve PY once at full operating capability) who will lead the process.²⁴

k. **Commitment and Training.** Reservists will be committed to a minimum of 24 days per year, excluding the Induction weekend. This commitment will be demand dependent but is likely to consist of symposiums (weekends), task-specific workshops (weekends) and task-specific projects and briefings (individual days).

²² The bulk of these costs are expected to be in travel for unit members to attend unit level training.

²³ Department of National Defence, *Canada First Defence Strategy*..., 16.

²⁴ Potential recruits will be required to present a CV, conduct an initial interview with the Head of Domain, pass Level 1 security clearance, and conduct an induction weekend.

10. **Concept Comparison.** The concept of the JSIR is based principally on the newly formed UK Reservist unit, the Specialist Group Military Intelligence.²⁵ Whilst SGMI principles and basic structure is the nearest known peer, capabilities from the UK's 77th Brigade²⁶ and Joint Cyber Reserve Unit²⁷ have also been fused into the JSIR concept.

CONCLUSION

11. Experience from recent operations and predictions of the future security environment, require the CAF to adapt and evolve if it is to remain credible on the world stage. The CAF does not and cannot maintain all the capabilities it needs to meet current and future threats. The Reserve force must therefore be professionalized to provide the specialist capabilities that Defence requires; it needs to be relevant. From an Intelligence perspective the JSIR will deliver this, adding breadth and depth to the Regular MI cohort. Additionally, this concept can enhance the CAF's influence in the WoG and public domains, develop relationships with wider specialist networks, and in turn, provide access to the latest knowledge and technology from industry leaders. Furthermore, if proved successful, this concept can be expanded to meet other niche requirements in the CAF, beyond the Intelligence community. JSIR is a cost effective, force multiplier delivering direct support to our strategic and operational decision makers.

RECOMMENDATIONS

12. The following recommendations are made:

²⁵ Alex Finnen MBE, "The Drive for Expertise," *The British Army Journal*, accessed 26 January 2016, <http://army.newsdeskmedia.com/british-army-2014/the-drive-for-expertise?p=1>.

²⁶ "77th Brigade is a combined Regular Army and Army Reserve unit. The Reserve element draws specialists on a nationwide basis. This new Brigade aims to challenge the difficulties of modern warfare using non-lethal engagement and legitimate non-military levers as a means to adapt behaviours of the opposing forces and adversaries," Ministry of Defence, "77th Brigade," accessed 25 January 2016, <http://www.army.mod.uk/structure/39492.aspx>.

²⁷ "The creation of the Joint Cyber Reserve makes an essential contribution to national security, selecting candidates based primarily on their existing technical knowledge, skills, experience and aptitude for posts in Joint Forces Cyber Group sub-units." Ministry of Defence, "Joint Force Command," accessed 25 January 2016, <https://www.gov.uk/government/organisations/joint-forces-command/about/recruitment>.

- a. Approve a Capability Integration Working Group (CWIG) to produce a concept development paper (to include equipment and infrastructure statements of requirement and a financial plan).
- b. Conduct a comparison study with UK peer units.
- c. Develop a JSIR implementation plan.

ANNEXES:

- A. JSIR Proposed Command Structure.
- B. JSIR Proposed Manning Requirements.
- C. JSIR Estimated Pay Costs.

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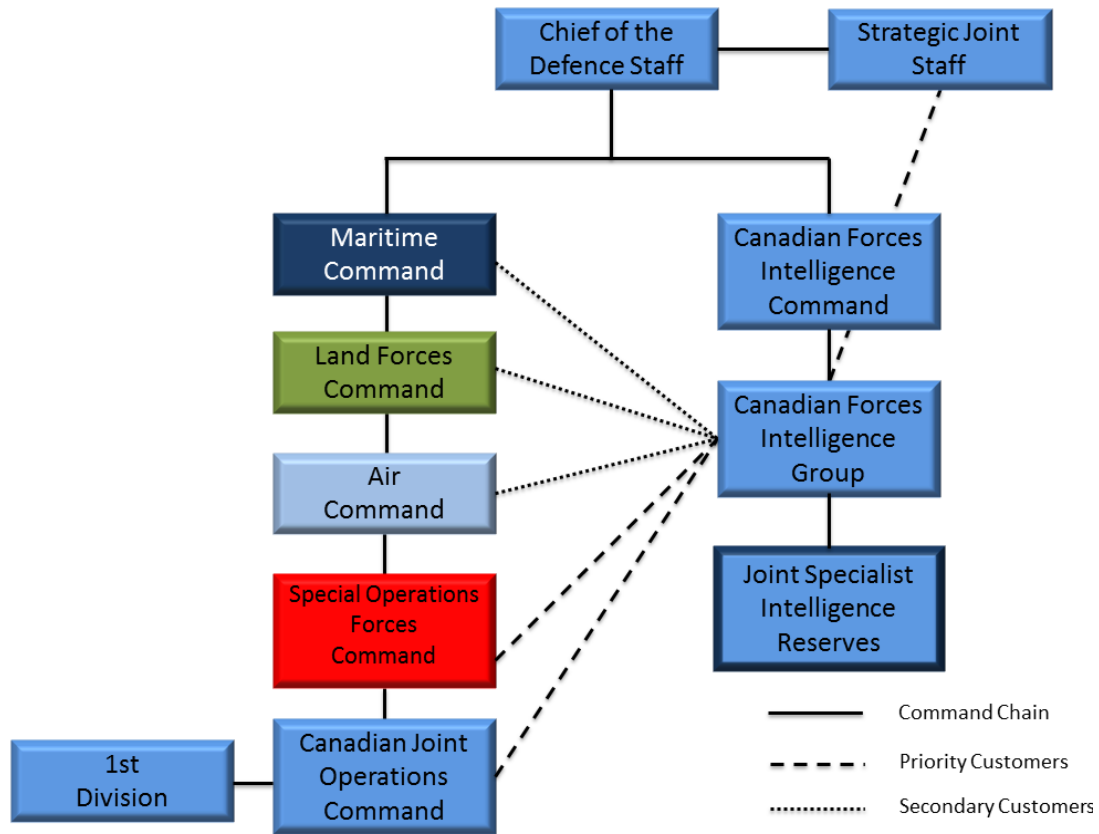
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ANNEX A

JSIR PROPOSED COMMAND STRUCTURE



ANNEX B

JSIR PROPOSED MANNING REQUIREMENTS

Ser	Position	Regular/ Reserve	Rank	Service/ Capbadge	Role	Specialist Requirements	Remarks
HQ							
1.	Commanding Officer	Regular	LCol	Intelligence	Unit Commander	N/A	Previous operational experience in the Joint environment preferred.
2.	Chief of Staff	Regular	Maj	Intelligence	Unit Second-in-Command	N/A	
3.	SO2 Recruiting	Regular (moving to Reserve at FOC)	Maj	Not Specified	Recruit processing, briefings and policy	N/A	
4.	Operations Officers	Regular	Capt	Not Specified	Principle POC to customers. Unit policy and doctrine	N/A	
5.	Adjutant	Regular	Capt	Not Specified	Support to CO/COS	N/A	
6.	Quartermaster	Regular	Capt	Not Specified	Infra/Equipment manager	N/A	Previous QM (Tech) experience essential
7.	Supply NCO	Regular	Cpl	Not specified	Logistics support to QM	N/A	Logistics experience preferred
8.	Ops Warrant Officer	Regular	Master WO	Intelligence	Support to OpsO	N/A	Experienced in Joint HQ preferred
9.	IT Warrant Officer	Regular	Master WO	Not Specified	IT management/support and Info Management	N/A	IT management experience including classified systems essential

10.	Chief Clerk	Regular	Master WO	Not Specified	Lead unit admin team and finance	N/A	Unit level financial and administrative management experience essential
11.	Admin clerk	Regular	Cpl	Not Specified	Unit admin	N/A	Administrative experience essential
12.	Admin clerk	Regular	Cpl	Not Specified	Unit admin	N/A	Administrative experience essential
REGIONAL SPECIALISTS							
13.	Head of Domain	Reserve	LCol	Not Specified	Team Leader	PhD in relevant field	Ex-Regular preferred
14.	Asia	Reserve	Major	Not Specified	Specialist	PhD. Career specialist in Asian studies with extensive field experience. Deep cultural, social, political and economic understanding of the region	Asia
15.	Middle East	Reserve	Major	Not Specified	Specialist	As above – Middle East specialization	Middle East
16.	Eurasia	Reserve	Major	Not Specified	Specialist	As above – Eurasia specialization	Eurasia
17.	Africa	Reserve	Major	Not Specified	Specialist	As above – Africa specialization	Africa
18.	Americas	Reserve	Major	Not Specified	Specialist	As above – Americas specialization	Americas
19.	Chinese Linguist	Reserve	Capt	Not Specified	Specialist	Fluent in language (EEE). Expert in regional dialects	Chinese Linguist
20.	Arabic Linguist	Reserve	Capt	Not Specified	Specialist	Fluent in language (EEE). Expert in regional dialects	Arabic Linguist

HUMAN DOMAIN SPECIALISTS							
21.	Head of Domain	Reserve	LCol	Not Specified	Team Leader	PhD in relevant field	Ex-Regular preferred
22.	Anthropology	Reserve	Maj	Not Specified	Specialist	PhD. Career experience in this field including extensive deployment experience.	
23.	Ethnography	Reserve	Maj	Not Specified	Specialist	As above.	
24.	Economic	Reserve	Maj	Not Specified	Specialist	Field experience in failed/ failing states preferred.	
25.	Governance	Reserve	Maj	Not Specified	Specialist	As above.	
26.	Terrorism	Reserve	Maj	Not Specified	Specialist	Masters/ PhD. Career experience in this field including extensive deployment experience.	
27.	Agriculture/ Environmental	Reserve	Maj	Not Specified	Specialist	PhD. Career experience in this field including extensive deployment experience.	
28.	Spiritual/ Theology	Reserve	Maj	Not Specified	Specialist	Masters/ PhD. Career experience.	
CYBER SPECIALISTS²⁸							
29.	Head of Domain	Reserve	LCol	Not Specified	Team Leader	Cyber-related Masters degree as a minimum	Ex-Regular preferred
30.	Network Specialist	Reserve	Maj	Not Specified	Specialist	Specifications TBC	

²⁸ Specializations derived from UK concept comparisons and an Army Cyber Intelligence Unit proposal paper by Maj Legge (Military Intelligence): Andrew Legge, "The Case for an Army Cyber Intelligence Capability," Canadian Forces College, 2016.

31.	Network Specialist	Reserve	Maj	Not Specified	Specialist	Specifications TBC	
32.	Cyber analyst	Reserve	Maj	Not Specified	Specialist	Specifications TBC	
33.	Cyber analyst	Reserve	Maj	Not Specified	Specialist	Specifications TBC	
34.	Social Media Analyst	Reserve	Maj	Not Specified	Specialist	Specifications TBC	
35.	ISR manager	Reserve	Maj	Not Specified	Specialist	Specifications TBC	
36.	Information Assurance	Reserve	Maj	Not Specified	Specialist	Specifications TBC	
37.	Cyber Technician	Reserve	Maj	Not Specified	Specialist	Specifications TBC	
38.	Cyber Intelligence Preparation of the Environment	Reserve	Maj	Not Specified	Specialist	Specifications TBC	

ANNEX C

JSIR PROPOSED MANNING REQUIREMENTS

Serial	Position	Reg/ Res	Rank	Daily Pay Rate (Reserves)	Monthly Pay Rate (Regular)	Increment Level	Annual Pay
1.	Commanding Officer	Regular	LCol	N/A	10029	2	120348.00
2.	Chief of Staff	Regular	Maj	N/A	8969	4	107628.00
3.	SO2 Recruiting	Regular (moving to Reserve at FOC)	Maj	N/A	8534	1	102408.00
4.	Operations Officers	Regular	Capt	N/A	7136	4	85632.00
5.	Adjutant	Regular	Capt	N/A	7136	4	85632.00
6.	Quartermaster	Regular	Capt	N/A	7136	4	85632.00
7.	Supply NCO	Regular	Cpl	N/A	4783	4	57396.00
8.	Ops Warrant Officer	Regular	Master WO	N/A	6726	1	80712.00
9.	IT Warrant Officer	Regular	Master WO	N/A	6726	1	80712.00
10.	Chief Clerk	Regular	Master WO	N/A	6726	1	80712.00
11.	Admin clerk	Regular	Cpl	N/A	4783	1	57396.00
12.	Admin clerk	Regular	Cpl	N/A	4783	1	57396.00
REGIONAL SPECIALISTS DOMAIN							
13.	Head of Domain	Reserve	LCol	276.02	N/A	1	6624.48

1001604.00

14.	Asia	Reserve	Major	238.52	N/A	1	5724.48	
15.	Middle East	Reserve	Major	238.52	N/A	1	5724.48	
16.	Eurasia	Reserve	Major	238.52	N/A	1	5724.48	
17.	Africa	Reserve	Major	238.52	N/A	1	5724.48	
18.	Americas	Reserve	Major	238.52	N/A	1	5724.48	
19.	Chinese Linguist	Reserve	Capt	179.98	N/A	1	4319.52	
20.	Arabic Linguist	Reserve	Capt	179.98	N/A	1	4319.52	43885.92
HUMAN DOMAIN								
21.	Head of Domain	Reserve	LCol	276.02	N/A	1	6624.48	
22.	Anthropology	Reserve	Maj	238.52	N/A	1	5724.48	
23.	Ethnography	Reserve	Maj	238.52	N/A	1	5724.48	
24.	Economic	Reserve	Maj	238.52	N/A	1	5724.48	
25.	Governance	Reserve	Maj	238.52	N/A	1	5724.48	
26.	Terrorism	Reserve	Maj	238.52	N/A	1	5724.48	
27.	Agriculture/ Environmental	Reserve	Maj	238.52	N/A	1	5724.48	
28.	Spiritual	Reserve	Maj	238.52	N/A	1	5724.48	46695.84
CYBER DOMAIN								
29.	Head of Domain	Reserve	LCol	276.02	N/A	1	6624.48	
30.	Network Specialist	Reserve	Maj	238.52	N/A	1	5724.48	
31.	Network Specialist	Reserve	Maj	238.52	N/A	1	5724.48	
32.	Cyber analyst	Reserve	Maj	238.52	N/A	1	5724.48	
33.	Cyber analyst	Reserve	Maj	238.52	N/A	1	5724.48	
34.	Social Media Analyst	Reserve	Maj	238.52	N/A	1	5724.48	

35.	ISR manager	Reserve	Maj	238.52	N/A	1	5724.48
36.	Information Assurance	Reserve	Maj	238.52	N/A	1	5724.48
37.	Cyber Technician	Reserve	Maj	238.52	N/A	1	5724.48
38	Cyber Intelligence Preparation of the Environment	Reserve	Maj	238.52	N/A	1	5724.48
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