



## Recruitment and Selection for the NATO Close Protection Unit Agent Information Sheet

### NATO CPU Mission Statement:

The NATO Close Protection Unit's mission is to:

**PROTECT** the NATO Secretary General from all threats, actual or potential.

**PROVIDE** a secure environment that allows freedom of movement in order to achieve the Secretary General's objectives.

Dear Candidate,

Welcome to the NATO CPU recruitment 2024. What follows is a brief outline of the recruitment/selection process and some key areas that you might want to focus on in preparation. What can you expect in the stages going forward from your application? Below is a brief outline and approximate timeline for the recruitment process:

1. Initial application (closing date **30 August 2024**)  
Skype online briefing/Q&A sessions
  - A French session will be held on **Thursday 22 August at 14:00 CET** and will last no more than one hour.
  - An English session will be held on **Wednesday 21 August at 14:00 CET** and will last no more than one hour.
2. Skype pre-screening interviews (16/17 and 18 September 2024)
3. Four day practical assessments held in Brussels (between Sunday 13 October and Thursday 17 October 2024)
4. Written and Language tests (Thursday 17 October 2024)
5. Final interview (24 and 25 October 2024)

As mentioned in the post description physical, shooting and tactical understanding forms an integral part of our pre-selection process. This four day event is held at the NATO HQ in Brussels, where the NATO CPU is based. What follows is a few key areas that you may want to focus on in preparation:

Physical standards: You will be assessed on your physical ability. Areas of assessment are; running, pull ups/chin ups, dips, lunges with weight, core strength and swimming.

**Running** – you should aim to run best effort for 2.4km

**Strict Pulls up/chin ups** – you should aim to do the maximum amount of the exercise with your own body weight. You will be able to select either pull ups or chin ups, but remember this is a maximum effort assessment.

**Strict Dips** - you should aim to do the maximum amount of the exercise with your own body weight. This is a maximum effort assessment

**Lunges** - you should aim to do the maximum amount of the exercise with 40kgs of weight. This is a maximum effort assessment.

**Core strength** - you should aim to hold the front bridge position for the maximum amount of time with your own body weight. This is a maximum effort assessment

**Swimming** – You will be assessed on your swimming capacity. Swimming 300m, recovering an object from the bottom of the pool and a 50m simulated casualty tow. You should aim to do this as quickly as possible.

Other elements of our assessment cover the following areas:

- Medical skills,
- Reactions in a stress situation,
- Weapon handling and shooting skills (using a Glock 17 Gen 5 pistol),
- Tactical awareness,
- Team building,
- Communication,
- Close Protection soft skills, and
- Presentation skills.

We would advise you to refresh your skills in these areas and be ready to demonstrate your ability.

Please take advantage of the online briefing sessions mentioned above, you can register for these by sending an email to [cpu.recruitment@hq.nato.int](mailto:cpu.recruitment@hq.nato.int) please indicate whether you would like the French or English version.

Finally, we wish you luck in your application and look forward to welcoming you to NATO HQ, in Brussels.

NATO Close Protection Unit.

### **NATO CPU Diversity Statement:**

All for one and one for all.

Only together can we move forward and succeed!

Within the NATO Close Protection Unit we perceive diversity as a strength and we strive for an inclusive work environment that encourages, supports and enhances diverse voices and thoughts. It keeps us current, competent and relevant.

