



## DoD INSTRUCTION 3300.07

# DEFENSE INTELLIGENCE FOREIGN LANGUAGE AND REGIONAL AND CULTURE CAPABILITIES

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**Originating Component:** Office of the Under Secretary of Defense for Intelligence

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**Approved by:** Todd R. Lowery, Performing the Duties of the Under Secretary of Defense for Intelligence  
***Change 1 Approved by:*** *Joseph D. Kernan, Under Secretary of Defense for Intelligence*

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**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 (USD(I)) representative to the Defense Language Steering Committee (DLSC), in accordance with DoDD 5160.41E.

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## 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 (CCMD), the Office of the 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 utilization 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. INFORMATION COLLECTIONS.

a. The Annual Report of Defense Intelligence Foreign Language Training and Education Programs, referred to in Paragraphs 2.2.n. and 2.3.l. has been assigned report control symbol DD-INT(A)2634 in accordance with the procedures in Volume 1 of DoD Manual (DoDM) 8910.01. The expiration date of this information collection is listed in the DoD Information Collections System at <https://eitsdext.osd.mil/sites/dodiic/Pages/default.aspx>.

b. The Annual Status Report of Intelligence Community (IC) Foreign Language Programs, referred to in Paragraphs 2.2.o. and 2.3.m. has been assigned report control symbol DD-INT(A)2635 in accordance with the procedures in Volume 1 of DoDM 8910.01. The expiration date of this information collection is listed in the DoD Information Collections System at <https://eitsdext.osd.mil/sites/dodiic/Pages/default.aspx>.

## SECTION 2: RESPONSIBILITIES

### 2.1. USD(I). The USD(I):

- 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) 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 the force-wide programmatic and policy implication 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. Ensures 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), in accordance with DoDD5160.41E. The ESG also serves, as needed, to coordinate 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 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. Ensure Component DCIPS policies governing hiring, incentives, assignments, and career development reflect the need for intelligence-related foreign language and regional and culture capabilities.
- 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. Ensure DCIPS civilian personnel performing intelligence duties are incentivized for the use of their foreign language skills 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) (NSA) 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, ~~652~~, and Paragraph 2.2.e.
- i. Participate in the Defense Intelligence foreign language Mission Manpower Review (MMR) program to reconcile 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) 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, ~~private industry, and academia~~ to maximize benefit across Defense Intelligence and the IC, optimize mission accomplishment, and eliminate duplication of effort.
- m. Designate a senior level intelligence official responsible for overseeing 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) on the status of Defense Intelligence foreign language training and education programs for inclusion in the USD(I) Annual Report of Intelligence and Security Training, Education, and Certification, in accordance with DoDM 3115.11.

o. Report annually to the Office of the Director of National Intelligence (ODNI), in coordination with the Office of the USD(I), 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)*, applicable DNI policy.

b. Ensure military intelligence personnel and DCIPS civilian personnel career path development and training activities include the necessary regional and culture competencies commensurate with the skills and knowledge required to execute intelligence missions.

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. Ensure Service policies governing accession, incentives, assignments, and career development reflect the need for intelligence-related foreign language and regional and culture capabilities.

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. Ensure DCIPS civilian personnel and military intelligence personnel performing intelligence duties are incentivized for the use of their foreign language skills 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, Combatant Commanders (CCDRs), 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 responsible for overseeing 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) on the status of Defense Intelligence foreign language training and education programs for inclusion in the USD(I) Annual Report of Intelligence and Security Training, Education, and Certification, in accordance with DoDM 3115.11.
- m. In coordination with the Office of the USD(I), 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 CCDRs guidance and direction to identify and prioritize CCMD intelligence foreign language and regional and culture capability requirements, in accordance with CJCS Instruction 3126.01A, 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 1001.01A01B 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.** Identify, prioritize, and coordinate intelligence foreign language and regional and culture requirements, in accordance with CJCS Instruction 3126.01A, and inform planning processes, to include 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 3130.03.



### 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), 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 that 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) to advance Defense Intelligence foreign language and regional and culture capabilities.

(4) Is chaired by the USD(I) 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) 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.

(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) 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. This list will be updated 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. ~~and ICD 652.~~ 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) ~~Associate members~~ *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: CRYPTOLOGIC LANGUAGE ANALYST (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, referred to in this issuance as L3/R3.
- c. The 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 ensure that CLAs are assigned 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.
- h. During working hours, time will be provided to 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) 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) and, for military personnel, with the Service Intelligence Components, and ensures they are aligned 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) 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 L3/R3.

(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) In coordination with NSA/CSS, 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 Command Language Program Managers (CLPM) 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), USD(P&R), DIRNSA/CHCSS, 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 DIRNSA/CHCSS and 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, in coordination with the DIRNSA/CHCSS, 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 responsible for administering 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 to include 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).*

*f. Establish organization-specific foreign language, regional, and culture developmental roadmaps so that 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
DoDM	DoD Manual
ESG	Executive Steering Group
GFM	global force management
<i>HUMINT</i>	<i>human intelligence</i>
IC	Intelligence Community
ICD	Intelligence Community Directive
ILR	Interagency Language Roundtable
ISR	intelligence, surveillance, and reconnaissance
L3/R3	Interagency Language Roundtable Skill Level 3 in listening and reading
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

USD(I)  
USD(P&R)

Under Secretary of Defense for Intelligence  
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 enterprise.** SIGINT, information assurance, and cyber organizations, infrastructure, and measures (includes policies, processes, procedures, and products) that perform collection, processing, retention, and dissemination of information obtained by exploiting foreign communications and non-communications signals.

**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.

**language-skilled.** Possessing a capability, usually as defined in the ILR guidelines for proficiency levels, in one or more foreign languages.

**requirement.** A need that is 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 1001.01A01B, “Joint Manpower and Personnel Program,” ~~October 1, 2010~~ *October 7, 2014*
- Chairman of the Joint Chiefs of Staff Instruction 3126.01A, “Language, Regional Expertise, and Culture (LREC) Capability Identification, Planning, and Sourcing,” January 31, 2013
- Chairman of the Joint Chiefs of Staff Manual 3130.03, “Adaptive Planning and Execution (APEX) Planning Formats and Guidance,” ~~August 31, 2012~~ *October 18, 2012*
- DoD Directive 1100.4, “Guidance for Manpower Management,” February 12, 2005
- DoD Directive 5143.01, “Under Secretary of Defense for Intelligence (USD(I)),” 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, “Management and Execution of Defense Human Intelligence (HUMINT) (U),” 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
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