



Joint Master's Programme Curriculum in Countering Hybrid Threats



Funded by
the European Union

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| Title of the study programme | Countering Hybrid Threats |
| Study level | Master's studies |
| European Qualifications Framework Level | Level 7 |
| ECTS Credits | 60 ECTS |
| Nominal period of studies | 1 academic year, full-time study |
| Language of instruction | English |
| Study programme group | Internal Security Public Security Security and defence |

1. Aim of the Curriculum and Expected Learning Outcomes

The curriculum aims to develop students' strategic thinking skills to comprehend and cope with challenges and controversies related to hybrid threats in the internal security area in the light of European Union policy and societal contexts.

The study programme provides a platform for exchanging experiences and enhancing competence by offering up-to-date knowledge, critical analytical and administrative capacity at the strategic level, which is essential for making complex management decisions in a changing society.

Upon completion of this curriculum, the student:

- has a systematic overview and broad knowledge of contemporary hybrid threats, forms of their appearance, risks, challenges and trends arising from globalisation and their influence on regional and national internal and border security;
- promotes respect for fundamental rights, professional and ethical standards, while ensuring internal security;
- applies managerial and leadership theories and concepts for dealing with modern security challenges and threats;
- employs appropriate tools and techniques to strategically manage civilian, human and technical resources, balancing organisational goals with stakeholders' expectations in the case of hybrid crises;
- creates action plans for the prevention of hybrid incidents in the context of ensuring national and regional security;
- demonstrates the capacity to work in positions requiring strategic thinking, comprehends and copes with challenges and controversies related to hybrid threats, participates in practical (applied) research activities, and is committed to continuous learning and professional development.

2. Target Group and Entry Requirements

The target group of the course comprises managers, officials and employees of Border Guard, Internal Security, Police Institutions and related fields of the Nordic and Baltic, Schengen and Associated countries, as well as other European Union Member States who wish to acquire a broader knowledge of European Union internal security and hybrid threats and who envision their future careers in this field.

Entry requirements:

The admission requirements for this course are that those candidates must possess, at a minimum:

- Bachelor's degree (BA) or Diploma of Professional Higher Education or a corresponding qualification;
- 2 years of professional work experience in internal security or a related field;
- English proficiency at B2 level;
- motivation and willingness to study in an international environment.

Selection procedure and the interview process:

The suitability and matriculation of the nominated candidates are decided by the Course Program Committee. Candidates are required to submit a motivation letter and participate in online interviews.

3. Terms of Completion and Documents to be Issued upon Completion

The study ends with the master's exam. A prerequisite for admission to the master's exam is the completion of the curriculum until the master's exam. The curriculum is considered completed when all modules of the curriculum are completed.

The Master's Degree in Social Sciences (MA) is awarded to a student who has been officially registered on the Degree Programme and has fulfilled the assessment requirements of the Curriculum comprising 60 ECTS credits.

Master Award parchments are issued by implementing higher education institutions and signed by the heads of these institutions and are accompanied by a Diploma Supplement describing the nature, level, context, content, and grades obtained for the modules and the dissertation.

4. Curriculum Structure

| | Modules | Volume (ECTS) | Assessment of the module |
|---|--|----------------------|---------------------------------|
| 1 | Phenomena of hybrid threats | 14 | Graded |
| 2 | Prevention and cooperation in countering hybrid threats | 10 | Pass/Fail |
| 3 | Increasing resilience and bolstering societal and institutional capabilities to hybrid threats | 8 | Pass/Fail |
| 4 | Management and leadership in the context of hybrid threats and hybrid crises | 13 | Pass/Fail |
| 5 | Master's Exam | 15 | Graded |

5. Modules

5.1 Module 1. Phenomena of Hybrid Threats

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|---|-----------------------------------|------------------------------|--------------|
| Pre-requisite Modules: | No | ECTS Credits | 14 |
| Contact learning hours | Independent learning hours | Experiential learning | Total |
| 84 | 280 | 0 | 364 |
| Assessment of the module: Graded | | | |

Module Aim and Module Learning Outcomes

Module aim: the student develops a critical understanding of how hybrid threats can affect global and European security, and skills to design solutions to respond to hybrid threats.

Upon completion of this module, the student will be able to:

- critically analyse hybrid threats in the context of global, European and national security;
- evaluate the security strategies aiming to ensure sustainable security concepts in the contemporary hybrid threats environment;
- discuss international and European Union policies and legal framework responding to hybrid threats, considering provisions of fundamental rights;
- critically analyse tendencies of contemporary warfare regarding hybrid threats;
- critically analyse cases of information warfare and their impact on fundamental rights;
- independently and creatively identify problems related to hybrid threats and develop and design solutions to respond to hybrid threats using different research strategies and methods in social science research.

Sessions of the Module 1

- Session 1. Hybrid threats: concept, definitions and wider interpretations
- Session 2. Hybrid threats and security strategies
- Session 3. Policy and regulation
- Session 4. Warfare in the context of hybrid threats
- Session 5. Information warfare
- Session 6. A common response to hybrid threats and strategies for tackling them
- Session 7. Research strategies and methods

Assessment assignments for the Module 1

- Written analysis of security strategies aiming to ensure sustainable security concepts in the contemporary hybrid threats environment;
- Online test with open-ended questions;
- Case study of tendencies of contemporary warfare regarding hybrid threats;

- Case study of information warfare and its impact on fundamental rights;
- Drafting a scientific essay identifying problems related to hybrid threats and developing and designing solutions to respond to hybrid threats.

5.2 Module 2. Prevention and Cooperation in Countering Hybrid Threats

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|--|-----------------------------------|------------------------------|---------------------|-----------|
| Pre-requisite Modules: | Module 1 | | ECTS Credits | 10 |
| Contact learning hours | Independent learning hours | Experiential learning | Total | |
| 60 | 200 | 0 | 260 | |
| Assessment of the module: Pass/Fail | | | | |

Module Aim and Module Learning Outcomes

Module aim: the student develops skills to manage tools for prevention and cooperation in countering hybrid threats.

Upon completion of this module, the student will be able to:

- explain the specifics of modern crimes of hybrid nature and criminal procedure concepts and their connection with the principles of fundamental rights;
- identify problems, recommend, and elaborate tools and methods of protection against hybrid threats by working in a team and benefiting from team learning processes;
- explain risks related to cybersecurity and business continuity and infringement of fundamental rights;
- critically analyse the importance of prevention and countering hybrid threats using relevant tools and means of cooperation.

Sessions of Module 2

- Session 1. Crimes of a hybrid nature
- Session 2. International criminal law and legal tools for tackling hybrid threats
- Session 3. Prevention of hybrid threats
- Session 4. Cybersecurity and cyber incident management
- Session 5. International cooperation

Assessment assignments for the Module 2

- Online test with open-ended questions;
- Case study about identifying problems, recommending and elaborating methods of social protection against hybrid threats;
- Written analysis of the importance of prevention and countering hybrid threats using relevant tools and means of cooperation.

5.3 Module 3. Increasing Resilience and Bolstering Societal and Institutional Capabilities to Hybrid Threats

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|--|-----------------------------------|---|---------------------|----------|
| Pre-requisite Modules: | Module 1 | | ECTS Credits | 8 |
| Contact learning hours | Independent learning hours | Experiential learning (independent learning) | Total | |
| 48 | 76 | 84 | 208 | |
| Assessment of the module: Pass/Fail | | | | |

Module Aim and Module Learning Outcomes

Module aim: the student develops skills to elaborate methods of social resilience and protection against hybrid threats.

Upon completion of this module, the student will be able to:

- explain tools for fostering resilience of the state and non-state actors to hybrid threats;
- explain the role of protection of fundamental rights in preparation for responding to hybrid threats, including in cooperation with civil-military and other stakeholders;
- selectively identify and present good practices related to the protection of critical infrastructure and strategic objects.

Sessions of Module 3

- Session 1. Common resilience-building approach against hybrid threats
- Session 2. Fostering the resilience of the state and non-state actors to hybrid threats
- Session 3. Protection of critical infrastructure

Assessment assignments for the module

- Online test with open-ended questions
- Written analysis of identifying and presenting good practices related to the protection of critical infrastructure and strategic objects.

5.4 Module 4. Management and Leadership in the Context of Hybrid Threats and Hybrid Crises

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|--|-----------------------------------|---|---------------------|----|
| Pre-requisite Modules: | Module 1 | | ECTS Credits | 13 |
| Contact learning hours | Independent learning hours | Experiential learning (contact learning) | Total | |
| 54 | 260 | 24 | 338 | |
| Assessment of the module: Pass/Fail | | | | |

Module Aim and Module Learning Outcomes

Module aim: the student develops competencies of leadership in a hybrid environment.

Upon completion of this module, the student will be able to:

- explain the European Union's external dimension in countering hybrid threats in collaboration with third countries, international organisations and agencies;
- critically analyse the European Union's approach to internal and border security management;
- evaluate the role of fundamental rights in the European Union's internal and border security management;
- critically evaluate actions countering information advocacy and influence activities;
- analyse and interpret psychological aspects related to radicalisation and different forms of extremism on social media;
- propose combined approaches for management and leadership for encountering modern security challenges and threats based on modern theories, considering professional ethics, fundamental rights, and principles of equal treatment of diverse groups;
- apply strategic communication skills in a hybrid context based on ethical values and evaluate the results;
- employ appropriate tools and techniques to strategically manage civilian, human and technical resources, and make decisions in case of hybrid crises, and critically evaluate their peers' problem-solving performance.

Sessions of Module 4:

- Session 1. European Union's external dimension in countering hybrid threats
- Session 2. Border security and management
- Session 3. Countering information advocacy and influence activities
- Session 4. Management and leadership in the context of hybrid challenges

Assessment assignments for the module.

- **Case study** about the European Union's approach to internal and border security management and the role of fundamental rights in internal and border security management.
- **Tabletop exercise** - a practical exercise about solving 4 cases of hybrid crises, which include case scenarios at national, regional and EU levels.

5.5 Master's Exam. Theoretical-analytical Essay

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|---|---|------------------------------|--------------|
| Pre-requisite Modules: | Module 1, Module 2, Module 3 and Module 4 | ECTS Credits | 15 |
| Contact learning hours | Independent learning hours | Experiential learning | Total |
| 90 | 300 | 0 | 390 |
| Assessment of the module: Graded | | | |

Aim of the Master's exam and learning outcomes to be assessed

During the master's exam, students prove the maturity of their theoretical and professional preparation and their ability to apply the acquired knowledge. The student will be required to prepare a theoretical-analytical essay that addresses the specific needs of their speciality. This entails working with scientific sources and presenting a well-structured analysis of the study in the proper form.

Successful completion of the Master's exam indicates that the student has achieved the goals set by the curriculum. It demonstrates the student's professional maturity and their capability to apply theories, professional skills, and acquired competence from the course of study.

Upon completion of the Master's exam, the student will be able to:

- formulate and present the problem related to hybrid threats;
- create a systematized and evidentiary solution to the (identified) problem;
- use relevant literature to solve the problem, citing sources accurately
- synthesize theoretical approach, using scientific methods;
- employ appropriate social science data collection and analysis methods;
- present their research and proposed solutions in an argumentative and convincing manner, adhering to academic standards and practices.

Master's exam evaluation will take place at the public defence.