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**STATEMENT OF WORK**

**DCI'S COUNTERTERRORIST CENTER (CTC)**

**ELICITATION AND TRAINING FOR CTC**

**"ETC [ ]**

**PROJECT ]**

**15 June 2005**

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**DCI's Counterterrorist Center (CTC)  
Elicitation and Training for CTC**

**Project**

**TECHNICAL PROPOSAL**

**Submitted by**

**Mitchell, Jessen & Associates, LLC.**

**EIN:**

**27 April 2005**

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## VOLUME I – Technical and Management Information Project

### Task Order Title: Elicitation and Training for CTC

#### 1.0 Introduction

(U) The DCI CTC works closely with CIA components and other US Government agencies to orchestrate and carry out a number of responsibilities for providing analysis, warning and action in support of diplomatic, legal and military operations against terrorism.

(U) The CTC collects and analyzes strategic intelligence on terrorist groups and state sponsors of terrorism and, in so doing: endeavors to know all there is to know about terrorist element capabilities; identifies weapons and tactics terrorists might use and what the United States is likely to face from terrorists; and furnishes detailed information on terrorist-related intelligence. These various efforts have benefited from being supplemented by expertise from outside the Government via industrial contracts.

(S/NF) the Sponsor, of CTC is responsible for various tasks in support of the Global War on Terrorism. Some of those tasks are translation of foreign language documents, document exploitation, conducting and coordinating technical operations, providing specialized counterterrorist training to Agency staff and other personnel, and the elicitation of information from certain high-value detainees (HVD).

#### 2.0 Background

(S/NF) The Sponsor has a nascent and still evolving program for gathering information from reluctant human sources. However, there remains insufficient in-house depth of professional, psychological expertise and background in human manipulation and exploitation in operational settings required to continue developing and refining this program. To meet this need, the Sponsor requires an outside source of professional expertise in the area of human exploitation, interrogation, debriefing and the management of detainees in ways that facilitate intelligence collection.

(S/NF) The Sponsor also has a shortage of deployable Government personnel with the professional background, expertise and critical skills required to meet current and foreseeable operational requirements of eliciting information from human sources, particularly those who attempt to distort or withhold such. To this end, the Sponsor requires an outside source with extraordinary expertise in the area of eliciting information from human sources, particularly HVDs, who may be trained to resist interrogation or actively attempt to withhold or distort critical information. This information could lead to the prevention or disruption of an upcoming terrorist attack or could facilitate the arrest of others.

(S/NF) The purpose of psychological operation in intelligence exploitation program is to collect critical threat and actionable intelligence from high-value detainees in manner that does not violate any US statute, the US Constitution, or any US treaty obligation. Further, aims to develop intelligence exploitation strategies that obviate the need for the use of coercive methods and maximize the use of sophisticated psychological approaches and techniques.

(S/NF) The Sponsor has been relying heavily on the services of two independent contractors who have provided consultation and operational interrogation and exploitation capabilities starting in March 2002. Both have been involved in the process from the program's inception, and, in fact, were providing the CIA with consultation and operational HVD interrogation and exploitation capabilities before the Sponsor was established to provide in-house capabilities. Many of the current success for obtaining information from detainees, who are actively trying to withhold or distort it, are due to the interrogations conducted by the two independent contractors. They are Ph.D. psychologists and trained interrogators, who have served in both capabilities. They have been involved in the selection and development of interrogation and

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exploitation techniques currently in use and have been instrumental in training and mentoring other CIA interrogators and debriefers.

(S/NF) Mitchell, Jessen & Associates was formed by the two contractors noted in the paragraph above to meet CTC's growing demand for expert consultation, operational interrogation and exploitation capabilities.

### 3.0 Objectives

#### 3.1 Objective of this Proposal: This effort has six, broad objectives:

- 3.1.1 (S/NF) The first objective is to ensure CTC senior management has access to senior-level professionals with the prerequisite depth of psychological expertise and operational experience required to provide sound, actionable advice and recommendations on program development and operational efforts to obtain critical, time sensitive intelligence from high value sources who may be trying to distort or withhold information.
- 3.1.2 (S/NF) The second objective is to provide the Sponsor with the depth of professional psychological expertise and operational experience required to provide operational consultation and support to the Sponsor's on-going operational efforts to extract actionable intelligence from sources that may be actively trying to withhold or distort information.
- 3.1.3 (S/NF) The third objective is to provide the Sponsor with the depth of professional expertise and operational experience required to :
  - 3.1.3.1 (S/NF) Review historical and current strategies, tactics, techniques and procedures for obtaining intelligence from human sources who are attempting to withhold or distort information.
  - 3.1.3.2 (S/NF) To make recommendations on the development of new operational capabilities that could be implement as intelligence exploitation tools.
  - 3.1.3.3 (S/NF) Provide consultation on the short and long-term management of detainees in ways that facilitate intelligence collection.
  - 3.1.3.4 (S/NF) The fourth objective is to provide the Sponsor with a cadre of operationally deployable personnel with critical skill sets who can augment or mentor (Sponsor) personnel in efforts to obtain intelligence from sources who may be attempting to distort or withhold such information. The cadre shall include operational psychologists and interrogators who can augment CIA personnel.
  - 3.1.3.5 (S/NF) The fifth objective is to place, on contract, a capability to provide interrogation, resistance to interrogation and exploitation training to personnel identified by the Sponsor. The Contractor shall provide training personnel and secure facilities for training that can be used to provide training on topics and skills required to support on-going operational requirements.
  - 3.1.3.6 (S/NF) The sixth objective is to extend and maximize the use of operational psychology and related operational methodologies and principles into Groups to enhance selected intelligence collection, covert action, technical and training programs.

### 4 Scope of Effort

(S/NF) The purpose of this effort is to provide exploitation focused psychological consultation, operationally deployable exploitation and interrogation capabilities, and training to CTC senior management and the Sponsor for a period of five years defined as a two-year base effort plus three, one-year options.

(S/NF) The Government estimates the need for up to full-time equivalent (FTE), cleared senior-level operational psychologists with significant operational experience with interrogation and exploitation

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to provide senior-manager consultation, program review and development, study operational problems and serve as senior author on reports, deploy operationally to exploit, interrogate (if qualified) and gather intelligence from high value sources attempting to withhold or distort information, provide psychological support to exploitation teams, and conduct select staff training in the first twelve (12) months, and anticipates a growth factor not to exceed twenty-five percent | senior-level psychologists) for this requirement during the second year of the base period.

(S/NF) The government estimates the need for up to FTEs cleared interrogators during the first twelve months and depending on operational requirements, the Sponsor anticipates a growth factor of | additional FTEs during the second year of the base period.

(S/NF) The Government estimates the need for five (5) or six (6) training classes during the effort. The Government estimates the need to train | people during each class. To accomplish this training, the Contractor shall provide a Sensitive Compartmented Information Facility (SCIF) where classified training can be conducted. In addition, this SCIF shall be used for meeting the six objectives as outlined in the Statement of Work (SOW).

### 5.0 Applicable Document

(U) During the execution of this contract, the Contractor shall maintain its compliance with the below listed applicable documents.

(FOUO) Contractor Data Classification Guide (attached to the RFP/Contract Schedule)  
 (FOUO) National Industrial Security Program Operating Manual (NISPOM), Jan 95  
 (FOUO) NISPOM Supplement, Feb 95  
 (FOUO) Director of Central Intelligence Directive (DCID) 6/3, Protecting Sensitive Compartmented Information with Information Systems, 5 Jun 99  
 (FOUO) DCID 6/4, Personal Security Standards and Procedures Governing Eligibility for Access to SCI, 2 Jul 98  
 (FOUO) DCID 6/9, Physical Security Standards for Sensitive Compartmented Information Facilities, 23 Dec 02  
 (FOUO) DCID 6/1, Security Plan Manual for SCI Control System, 1 Mar 95  
 (FOUO) HUMINT Control System Manual (HCSM), Aug 01

### 6.0 Tasks and Requirements

- 6.1 (S/NF) The Contractor shall provide timely senior-level psychological consultation and actionable advice and recommendations on program development and operational efforts to obtain intelligence from sources who may be trying to distort or withhold information to (larger organization) senior management, program managers and operational personnel.
- 6.2 (S/NF) The Contractor shall provide the Sponsor with up to | operational psychologists with the appropriate professional credentials, training and operational experience required to support the Sponsor's program. During the second year of the contract, the Contractor shall provide up to | operational psychologists with the requisite skills and training.
- 6.3 (S/NF) The Contractors shall provide the Sponsor with a cadre of up to | FTEs screened, trained and certification-eligible interrogators. During the second year of the contract, the Contractor shall provide up to | FTEs screened, trained and certification-eligible interrogators.
- 6.4 (S/NF) The Contractor shall assist the Sponsor in continuing to develop and refine a comprehensive and autonomous capability to train and mentor personnel across the spectrum of exploitation in the areas of:
  - 6.4.1 (S/NF) Exploitation
  - 6.4.2 (S/NF) Interrogation
  - 6.4.3 (S/NF) Debriefing
  - 6.4.4 (S/NF) Resistance to interrogation
- 6.5 (S/NF) The Contractor shall provide short-notice psychological consultation and operational assistance for novel and emerging critical program needs identified by the Sponsor.

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- 6.6 (S/NF) The Contractor shall provide ongoing operational consultation, study and implementation of intelligence, exploitation strategies and techniques for the Sponsor's "long term" facility.
- 6.7 (S/NF) The Contractor shall provide the Sponsor with specialized psychological consultation by attending meetings, providing briefings, writing papers, providing training, and operational assistance related to the Sponsor's program as requested.
- 6.8 (S/NF) The Contractor shall assist the Sponsor in accomplishing its strategic mission and execute its program goals, by training select officers in human exploitation and interrogation. This training must provide officers the capability of employing "state of the art" scientifically based exploitation and interrogation tactics, techniques and procedures designed to gain actionable intelligence from willing and unwilling human sources under time urgent conditions. The Sponsor lacks sufficient facilities and qualified staff to adequately meet this requirement. In order to meet this requirement, the Contractor shall provide the Sponsor facilities and instructors necessary to augment the Sponsor in conducting exploitation and interrogation training and operational exercises for select program officers. Facilities to be provided shall include a classroom and attending support areas to conduct academic and scenario role-play training, and an operational exercise-training laboratory. The contractor shall also provide qualified instructors to assist the Sponsor with requisite instruction, training scenario role-play, and operational exercises

6.8.1 Training Facilities:

6.8.1.1 (S/NF) The Contractor shall provide the Sponsor a classroom and attending support areas (scenario role-play room, planning and study room and student break area) capable of accommodating [ ] students. Ensure the classroom and attending areas are equipped with necessary training accessories to facilitate optimum learning (projectors, video monitors, instructional aids, and reference materials). The Contractor shall ensure the facility meets the Sponsors standards for security. The Contractor shall ensure the training facility is available for a minimum of four (4) course iterations per year. The Contractor shall provide a TBD number of training courses for [ ] personnel involved in key programs, to include interrogators, debriefers, operational and technical officers, security and other CIA staff

6.8.1.2 (S/NF) The Contractor shall provide the Sponsor an operational exercise-training laboratory facility. The Contractor shall ensure this facility is equipped with necessary training accessories to facilitate an authentic operational exercise experience (exercise scenario rooms, individual isolation cells, cadre administrative and exercise monitoring rooms, requisite video monitoring equipment, exercise equipment, props, and training aids). The Contractor shall ensure the facility meets the Sponsors standards for security. The Contractor shall ensure the training facility is available for a minimum of four (4) course iterations per year. The Contractor shall provide a TBD number of training courses for [ ] personnel involved in key programs, to include interrogators, debriefers, operational and technical officers, security and other CIA staff

6.8.2 (S/NF) Instructors: The Contractor shall provide instructors and role-players adequate to augment the Sponsor in conducting a minimum of four (4) complete course iterations per year (classroom academic and scenario role-play training, and an operational exercise-training laboratory). The Contractor shall ensure the instructors and role-players meet the Sponsors requirements for security clearance. The Contractor shall provide sufficient instructors to support a TBD number of training courses for [ ] personnel involved in key programs, to include interrogators, debriefers, operational and technical officers, security and other CIA staff. If the TBD training outlined above requires expertise not currently on staff with the Contractor, the

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Contractor shall provide auxiliary instructors, with the required expertise, in support of these efforts.

- 6.9 (S/NF) The Contractor shall conduct a comprehensive historical review of the Sponsor's program, formulate observations and findings and write a report describing the historical development of the program, identifying key events, and providing observations and recommendations for modification and refinement of the Sponsor's program.

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- 6.11 (S/NF) The Contractor shall review current exploitation, interrogation, debriefing, and resistance tactics, techniques and procedures currently in use by the Sponsor; evaluate the need to revise or refine; and provide a written report recommending refinements and suggested courses of action.

- 6.12 (S/NF) The Contractor shall study potential exploitation, interrogation, debriefing, and resistance tactics, techniques and procedures not in current use by the sponsor, evaluate the suitability of developing and validating such procedures, and provide a written report containing recommendations and suggested courses of action for implementing select techniques and procedures.

6.12.1 (S/NF) Identify specific tactics, techniques and procedures for revision or refinement

6.12.2 (S/NF) Develop protocols for training revisions or refinements of existing tactics, techniques and procedures

6.12.3 (S/NF) Validate revisions and refinements of existing tactics, techniques and procedures

- 6.13 (S/NF) The Contractor shall study the potential for [redacted] among security and staff personnel manning detention facilities and write a report describing the psychological mechanisms that could contribute to [redacted] among interrogators, debriefers, detention staff and security personnel. The report shall provide suggestions and recommended courses of action for reducing the risk [redacted] among the Sponsor's personnel.

- 6.14 (S/NF) The Contractor shall conduct field assessments of the Sponsor's detention facilities to compile lists of best practices that have yielded valuable intelligence and overall beneficial results.

- 6.15 (S/NF) The Contractor shall assess, study, adapt procedures and assist implementation of long term [redacted] projects to ensure the highest level of continuing productivity and intelligence collection, to include operational applications in the areas of:

- 6.16 (S/NF) The Contractor shall conduct interviews of all [redacted] managers to become familiar with each Group's mission. As required, develop operational psychology or related

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operational strategies, techniques and training programs to improve the operational effectiveness of the Group's missions.

- (U) In support of the above tasks and requirements, the Contractor shall propose the following personnel:

**(S/NF) Contractor's Facility**

**(S/NF) Senior-Level Operational Psychologists:** Drs. Jessen and Mitchell and a third to be determined (TBD) during the first year and a fourth TBD during the second year.

**(S/NF) Senior Interrogators and Interrogators:** The Contractors shall provide Independent contractors at the senior and entry-level for interrogation and exploitation skills up to FTEs during the first year of the contract and up to FTEs during the second year of the contract.

**(S/NF) Training Specialists:** The Contractor shall use subcontractors to assist in the planning, development and operation of the Sponsor's facility and to augment training as described above. The Contractor shall ensure that the subcontractors have met the Sponsor's security requirements.

**(U) Security Manager:** The Contractor shall provide one security manager responsible for the planning and monitoring of all sensitive training and personnel requirements outlined in the SOW.

**(S/NF) Operational Psychology Specialist:** The Contractor shall provide one individual to provide direct support to senior-level psychologists to meet the requirements of the SOW.

**(U) Training Director:** The Contractor shall provide one individual, working with the senior-level psychologists, to assist in conducting, planning and executing the training components of the secure facility outlined in the SOW.

**(U) On-Site Office Manager:** The Contractor shall provide one individual responsible for all of the administrative and scheduling tasks associated with the maintenance of the Sponsor's secure facility.

**(U) Laboratory / Facility Manager:** The Contractor shall provide one individual responsible for maintaining all physical aspects of the facility and internal configuration changes required for training, operational exercises and Sponsor directed modifications.

**(U) Computer Specialist:** The Contractor shall provide one individual to maintain the secure telephones and the computer network in the facility.

**(U) Personnel at the Facility**

**(S/NF) Training / Operations Manager:** The Contractor shall provide one individual to assist in the operational management and required training of interrogators provided under this contract.

**(U) Government Liaison / Contracts Manager:** The Contractor shall provide one designated POC for all contractual matters.

**(S/NF) Advanced Operational Concepts Analysts:** The Contractor shall provide one senior-level advanced operational concepts analyst and one advanced operational concepts analyst to assist with meeting the six objectives of this contract.

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(S/NF) **Advanced Concepts Project Managers:** The Contractor shall provide one senior-level advanced concept project manager and one advanced concept project manager to assist with meeting the six objectives of this contract.

## **7.0 (U) Deliverables and Milestones**

### **7.1 (U) Management Plan**

(U) The Contractor shall prepare a Management Plan setting out the processes for planning, applying, reporting and controlling the use of personnel, funds and facilities to achieve the objectives of this effort. This Management Plan shall be made available for Government review within one (1) month ARO.

### **7.2 (U) Concept of Operations**

(U) The Contractor shall prepare a concept of operations document. The purpose of this document is to demonstrate to the Government that the Contractor fully understands the requirements and needs of the Government. The Concept of Operations document shall also be presented to the Government within two (2) months ARO.

### **7.3 (U) Operational Readiness Review**

(U) The Contractor shall host an Operational Readiness Review on a date specified by the COTR, tentatively six (6) months after receipt of order (ARO). This Operational Readiness Review shall be conducted at the Contractor's Training Facility to demonstrate the readiness of the Facility to begin operations. The Contractor shall use the Concept of Operations and the Transition Plan as the principal; yet not sole bases, for establishing operational readiness. Working with Government personnel, the Contractor shall establish the required products for this Review.

### **7.4 (U) Periodic Reports**

(U) The Contractor shall submit quarterly technical reports to the Government during the period of performance. The initial content and format of these quarterly reports will be described elsewhere within the Request for Proposal. Changes discussed and agreed to between the Contractor and the Government may be made to the initial content and format.

(U) The Contractor shall submit monthly financial reports to the Government during the period of performance. The content and format of these reports shall be as specified within the contract.

## **8.0 (U) Security**

(C) The association between the Sponsor and the Contractor shall be classified CONFIDENTIAL.

(S/NF) The Contractor shall ensure that all personnel assigned to this effort working within the SCIF must be cleared to the ISSA/TOP SECRET level. Any contractor personnel having access to SI, HCS, other Sensitive Compartmented Information (SCI), or Special Access Program (SAP) material must be cleared to the ISSA/TOP SECRET level. Likewise, contractor personnel having access to the ADSN or the Agency's secure voice telephone system must also be cleared to the ISSA/TOP SECRET level.

(S) The Contractor shall provide properly segregated workspaces, which facilitate various levels of clearance and work classification, shall be provided by the Contractor, if required. The methods by which each such office is secure shall be addressed in the Concept of operations and the Operational Readiness Review.

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~~SECRET/NOFORM/20300214~~**9.0 (U) Place of Performance**~~(S/NF)~~ The Contractor shall perform work at its leased SCIF Training facility (including maintenance)**10.0 (U) Special Considerations****10.1 (U) Government Furnished Information (GFI)**

(U) The Contractor shall follow the exemplar Computer Security Plan provided to us by the Sponsor.

(U) The Contractor shall handle all materials provided to us by CTC or other US Government organizations in a safe and secure manner commensurate with the classification or compartmentation security controls of the material. The Contractor shall direct all questions regarding security to the US Government.

**10.2 (U) Government Furnished Equipment (GFE)**

~~(FOUO)~~ The Contractor understands that the Sponsor will deliver, install, configure and test the requisite computer equipment backbone for the ADSN in the Contractor's facility. The Sponsor will order and ship to the Contractor's facility, the requisite computer hardware and software for the ADSN. The Contractor must design, configure, build and maintain the Contractor's facility to accommodate the physical, technical and security requirements of the Sponsor's ADSN.

**10.3 (U) Overseas Fitness**

~~(E)~~ The Contractor shall ensure that its personnel supporting the OCONUS travel are medically fit and no individual deployed in support of the overseas components of this SOW shall have medical conditions that:

- a. (U) Cannot be safely dealt with overseas, or
- b. (U) Will likely require temporary or permanent return to CONUS prior to the end of the assignment, or
- c. (U) Prevents safe performance of the job, or
- d. (U) Makes it impossible to meet required Federal Medical Standards.

**10.4 (U) Travel**

~~10.4.1 (E)~~ The Contractor understands that OCONUS TDYS are "off contract" and that the Government shall provide travel services such as, but not limited to, airline reservations, vehicle rentals, lodging, per-diem, and documentation. Funding of these travel costs shall be separate from the contract. To accomplish this work, Contractor personnel may be directed by the Government to TDY

~~10.4.2 (U)~~ The Contractor understands that CONUS TDYs are fully reimbursable under the contract.

**10.5 (U) Dangerous Locations**

(U) The Contractor understands that some of the OCONUS locations are considered "dangerous" by the Department of State. The Contractor therefore includes, within the proposal, a danger pay supplement to those individual traveling OCONUS to areas designated as "dangerous" by the Department of State.

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(U) The Contractor shall maintain the applicable insurance coverage for medical evacuation (medevac) from OCONUS locations for Contract personnel. The Contractor shall provide the name of the provider of this coverage, policy or certificate number, and telephone contact numbers shall be provided to the Sponsor. The Contractor understands that at certain OCONUS locations "country clearance will not be granted to contractors without medevac insurance."

## 11.0 (U) Reporting Requirements

(U) The Contractor understands that the list of deliverables and the dates of delivery shall be determined by the Sponsor in conjunction with the Contractor and subject to the Contractor's capacity to deliver:

- 11.1 ~~(S/NF)~~ The Contractor shall provide a written report reviewing the Sponsor's current exploitation, interrogation and debriefing program including to-be-agreed-upon sections, and recommendations and suggested courses of action for future program development.
- 11.2 ~~(S/NF)~~ The Contractor shall provide a written report reviewing of exploitation, interrogation and debriefing tactics, techniques and procedures not currently used by the Sponsor. The report should include descriptions of relevant techniques and recommendations and training protocols and suggested courses of action for working them into the current repertoire of techniques and methods.
- 11.3 ~~(S/NF)~~ The Contractor shall provide a written report outlining the psychological processes involved in \_\_\_\_\_ containing recommendations and suggested courses of action to reduce the probability of such problems in the Sponsor's program.
- 11.4 ~~(S/NF)~~ The Contractor shall provide training for \_\_\_\_\_ personnel involved in key programs to include interrogators, debriefers, operations and technical officers, security and other CIA staff.
- 11.5 ~~(S/NF)~~ The Contractor shall provide a yearly report providing the results of a field audit and risk management evaluation for all Sponsor detention facilities to assess the potential risk for \_\_\_\_\_
- 11.6 ~~(S/NF)~~ The Contractor shall provide the Sponsor with a series of seven (7) TBD thought papers outlining implications of current scientific psychological literature on the care, handling and questioning of HVDs to meet the Sponsor's goals and objectives. These papers can serve as the reference base for sponsor's program.

## 12.0 (U) Management

(U) The Contractor shall be responsible for the day-to-day management of contractor personnel when not deployed in support of (the sponsor). While OCONUS, senior USG personnel will serve as focal points for tasking. The Contractor shall provide a cleared company liaison/contract manager to manage the day to day aspects of implementing this contract. The Contractor shall ensure that select personnel supporting the SOW shall have the qualifications listed below.

- (S/NF) Senior-level professional psychology consultant. The person in this role and position serves to provide consultation and operational capabilities for the “weaponization” of psychology as a tool in the war on terror. With respect to obtaining intelligence through exploitation and interrogation, understanding and harnessing psychological factors are the most critical mechanisms in play. To this end, this person must possess the credentials and experience to be a preeminent expert on exploitation, interrogation, resistance to interrogation, and the psychological aspects of obtaining intelligence from human sources attempting to withhold or distort time-sensitive, critical information. For purposes of this SOW, a senior-level professional psychology consultant must:
  - o (U) Hold a Ph.D. or Psy.D. in clinical, community, or industrial psychology from an American Psychological Association approved academic program (or equivalent)
  - o (U) Be licensed or license eligible to independently practice their profession

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- (S/NF) Have experience advising senior management on the development of exploitation strategies for obtaining information from human sources who are attempting to distort or withhold it
- (S/NF) Have operational experience in the exploitation and interrogation of human sources who are attempting to withhold information
- (S/NF) Have experience developing exploitation techniques and strategies, to include the development of exploitation plans, the identification, assessment, and implementation of specific interrogation procedures against such targets
- (S/NF) Have experience deployed as a [ ] psychologist advising exploitation teams, conducting psychological assessments of detainees for purposes of exploitation, and monitoring operational activities for [ ]
- (S/NF) Experience developing and providing exploitation and interrogation training programs
- (S/NF) Experience with resistance to interrogation training programs and operational applications, to include experience with developing training programs, teaching resistance to interrogation, studying issues related to resistance to interrogation, and being operationally deployed to monitor, assess and develop countermeasures for resistance to interrogation methods employed by enemies of the United States
- (S/NF) Experience in the development and operational use of risk management programs designed to reduce the risk of [ ] in detention facilities
- (S/NF) Experience mentoring and providing on-site training in operational locations for senior management, interrogators, debriefers and security personnel
- (S/NF) Experience resolving emerging problems in detention facilities [ ] where interrogations and exploitation occur
- (S/NF) Experience providing psychologically based consultation to the USG on the design and maintenance of facilities and other settings to enhance intelligence collection from human sources reluctant to provide it
- (S/NF) Experience providing psychologically based consultation to the USG on the short and long term maintenance of detained personnel to facilitate intelligence collection while maintaining mental health, and experience implementing interventions in long term maintenance facilities.
- (S/NF) Psychologist: For purposes of this SOW, the Contractor understands that the third TBD psychologist (base year) and the fourth TBD psychologist (second year) shall meet the criteria and training requirements of the Sponsor. These individuals may not possess the full qualifications of the senior-level professional psychology consultant when initially hired because of the compartmented nature of the program and the restricted access to HVDs.
- (S/NF) HVD Interrogator: For purposes of this effort, HVD interrogators must meet the criteria and training requirement of the Sponsor.
- (S/NF) Exploitation and Interrogation Instructor: The Contractor shall meet the criteria and training requirements of the Sponsor.
- (S/NF) Operational Exercise-Training/Laboratory Role-Player: The Contractor shall provide individuals qualified to meet the criteria and training requirements of the Sponsor.

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