

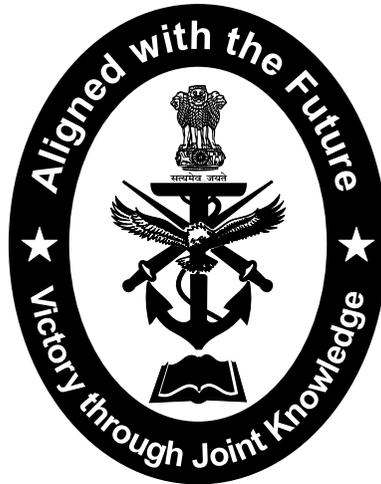
**ANALYZING  
THE TRAINING  
METHODOLOGY OF  
SPECIAL OPERATIONS  
FORCES (SOF) OF  
FOREIGN ARMIES &  
RECOMMENDATIONS FOR  
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FORCES (SF) TRAINING**



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TRAINING**

*By*

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# **ANALYZING THE TRAINING METHODOLOGY OF SPECIAL OPERATIONS FORCES (SOF) OF FOREIGN ARMIES & RECOMMENDATIONS FOR CONDUCT OF SPECIAL FORCES (SF) TRAINING**

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**“All the forces in the world are not so powerful as an  
idea whose time has come”**

**Victor Hugo**

## **Introduction**

1. Since World War II, all the armies of the world have specially trained and equipped forces for waging unconventional wars. Although having been used extensively in war zones, and at times figuring high in the popular imagination, special operations forces (SOF) have mostly remained as a side show. This equation has changed with the rise in terror and the advent of asymmetrical warfare. In most of the countries across the world including India, Special Forces (SF) establishments have expanded beyond anything seen before. Since 2000, India has trebled its holding and similarly United States Special Operations Command (US SOCOM) manpower has doubled, the budget tripled, and overseas deployments quadrupled<sup>[1]</sup>.

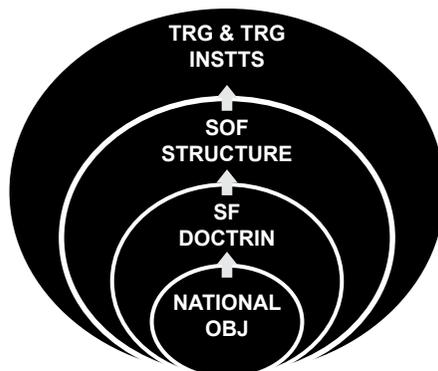
## **Rise of SOF**

2. The global rise of SOF can be attributed to mainly three reasons: The onset of the global war on terrorism (GWOT) due to 9/11 attacks, emergence of a new security environment marked by rise in irregular threats, and lastly the lessons

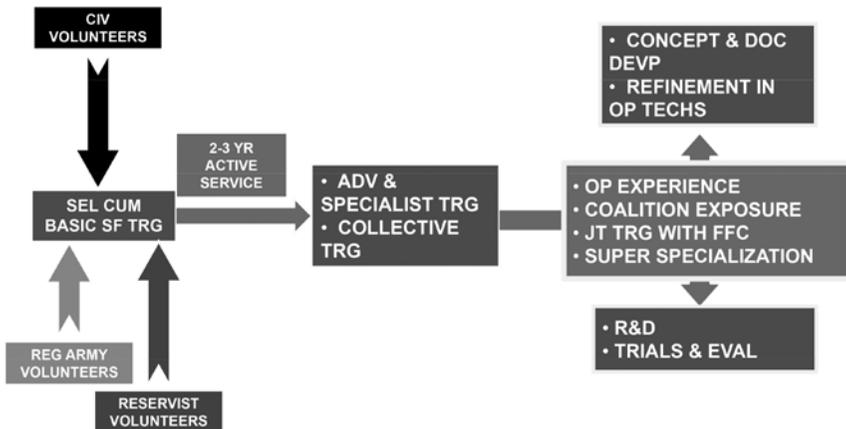
learnt from the employment of SOF in Iraq and Afghanistan. Correspondingly, these emerging security environments have led to a political necessity of favoring Special Operations (SO) which economises the 'wages of war' and thereby accentuates the need for smaller forces. Thus, in an asymmetric scenario typical of the post-cold war environment, small, flexible, highly trained body of troops applying force with greater precision offer the promise of achieving strategic results without creating large military footprint.

### **Interconnection**

3. Without doubt the force of lesser strength providing larger spinoffs needs to be highly trained to achieve what otherwise would have required much higher quantum of force and expenditure. The kind of training to be imparted to such a specialized force will flow from the national objectives of the country which in turn will lay down the national policy on 'expectations' from the nation's armed forces. For SOF these subjective 'expectations' get objectively quantified through an SF doctrine which further defines its organization and structure. The raison d'être starting from nation's requirement and expectations to manifestation of SF training strategies is shown in the diagram below :-



4. **Selection-Training- Research & Development (R&D) Trio.** With the ever increasing transparency of the battlefield, the SOF have an absolute necessity to continuously experiment, evolve, adapt and innovate in all spheres to fulfill its unconventional role. Since their existence is based on an entirely different methodology of waging war, it is essential for them to centrifuge the evolutionary and growth principles of selection, training and research & development under a single umbrella. While some leading SOF have centralized these elements under the SOF command structure, the others have clubbed them under their respective SF training establishments. In case of US, these basic elements are part of US SOCCOM while United Kingdom Special Forces (UKSF) they fall within the purview of SAS training setup. This relationship among the trio is explained with the help of a diagram:-



### **Aim**

5. The aim of the paper is to analyze the SOF concepts, structure, selection, training methodology and institutes of foreign armies and give recommendations for SF training.

### **Preview**

6. The paper is divided in following parts:-

- (a) Part I : Special Operations (SO) Concept followed by Foreign Armies.
- (b) Part II: SOF Organizations and Structures of Foreign Armies.
- (c) Part III : SOF Training Institutes of Foreign Armies & Its R&D Establishments.
- (d) Part IV : Selection System followed by SOF of Foreign Armies.
- (e) Part V : Analysis of Concepts, Organizations, Selection System, Training & Training Institutes of Foreign Armies.
- (f) Part VI : Recommendations for Conduct SF Training.

## **PART I : SPECIAL OPERATIONS CONCEPT FOLLOWED BY FOREIGN ARMIES**

7. There are three prominent schools of thought with regards to understanding the concepts of modern SO; British, US and the Communist. The SOF of European and Commonwealth countries follow a similar concept and are structured along the lines of the British to whom they owe their origins. The countries under the influence of the US are derivatives of its SOF. The communist philosophy of employing SOF largely remains the same for all countries with that kind of ideology.

8. The concept of employment of SOF of few countries is given in succeeding paras.

### **US Concept of SO**

9. Admiral William McRaven reasons that in US context the SO's work because they seek to reduce warfare to its simplest level and thereby limiting the negative effects of chance, uncertainty and the enemy's will. McRaven's thesis of SO's

is based on the concept of **Relative Superiority**<sup>[2]</sup>, the ability to overcome relative friction at relative points. According to McRaven, relative superiority is characterized by three basic attributes. **Firstly**, relative superiority favours small forces because large forces are more susceptible to friction<sup>[3]</sup>. **Secondly**, relative superiority must be achieved at the decisive moment in an engagement and once achieved it must be sustained throughout. **Thirdly**, if lost, relative superiority is difficult to regain. McRaven further states Relative Superiority is achieved through the application of six interdependent and synergistic principles in environments that favour SO, which are Simplicity, Security, Repetition, Surprise, Speed and Purpose.

### **European Concept of SO**

10. The European concept of SO can be defined as '**small-scale, clandestine, covert or overt operations of an unorthodox and frequently high risk nature, undertaken to achieve significant political or military objectives in support of foreign policy.**'<sup>[3]</sup> The definition clearly spells out two major factors, **firstly**, that though the force is military in nature but its utility can also be political, thus enlarging the spectrum of operations of such force. **Secondly**, the use of the term 'significant' rather than 'strategic' supports the assertion and acknowledges the reality by not tying SO solely to the strategic level of warfare.

### **Australian Concept of SOF.**

11. Based on the lines of European concept, the Australian SOF also undertake SO to achieve or support significant political or military objectives in support of national security and foreign policy objectives. The SO are conducted throughout the operational spectrum and employ unique forms of tactical techniques, equipment and training<sup>[4]</sup>.

## **Communist SO Concept with Special Reference to China**

12. In generic, the communist concept of specialized warfare is based on '**Mass Elitism**' where they are inclined towards military victories rather than achieving political objectives. The desired political gains are a tradecraft much practiced and achieved by intelligence organizations and their 'sword arms'.

13. The PLA stresses that SOF units are valuable, elite, highly trained, relatively few in number and cannot be easily replaced. Therefore, SF doctrine emphasizes that such forces be employed only for high priority strategic and operational missions that cannot be accomplished by conventional forces or weapon systems. As mentioned earlier the role of 'political employment' of SOF does not exist or is not known. During theatre campaigns, PLA is likely to employ SOF as a force multiplier during critical operational phase. The SOF's primary mission will either be reconnaissance (recce) or direct action and at tactical level SOF elements will attempt to maneuver through offensive combat by assaulting key enemy objectives. They most likely will also provide guidance for firepower support<sup>[5]</sup>.

## **Concept of SO of Pakistan Special Services Group (SSG)**

14. The Pakistan Special Services Group (SSG) is employed on the concept of augmenting conventional forces and enabling their tasks rather than being a decisive force by itself. The SSG is designed to conduct operations beyond the capacity of conventional forces and are mostly employed at Corps level and above. Similarly like China, the political objectives are likely to be addressed by Inter Service Institute (ISI) and not by SOF. However, joint operations capability on the pattern of US 'Omega teams' of CIA & SF employed during Afghanistan cannot be ruled out. Under Low Intensity Conflict environment SSG has primary responsibility of augmenting CT effort through specialized unconventional operations.

## **PART II : SOF ORGANIZATIONS & STRUCTURES OF FOREIGN ARMIES**

### **US Structure**

15. Keeping the US concept of SO's in mind, the US SOF is structured as a three tiered force. Type 1, SOF undertake very special SO's. Within Type 1 there are Tier I and Tier II forces. Tier 1 caters for Counter Terrorism (CT) and Hostage Rescue, Counter Drug Operations or tasks which are more direct in action. The units of Tier 1 are 1<sup>st</sup> Special Forces Operations Detachment - D (1<sup>st</sup> SFOD or Delta Force), Naval Special Warfare Development Group (DEVGRU or SEAL Team 6), 24<sup>th</sup> Special Task Squadron (24<sup>th</sup>STS) and Intelligence Support Activity (ISA).

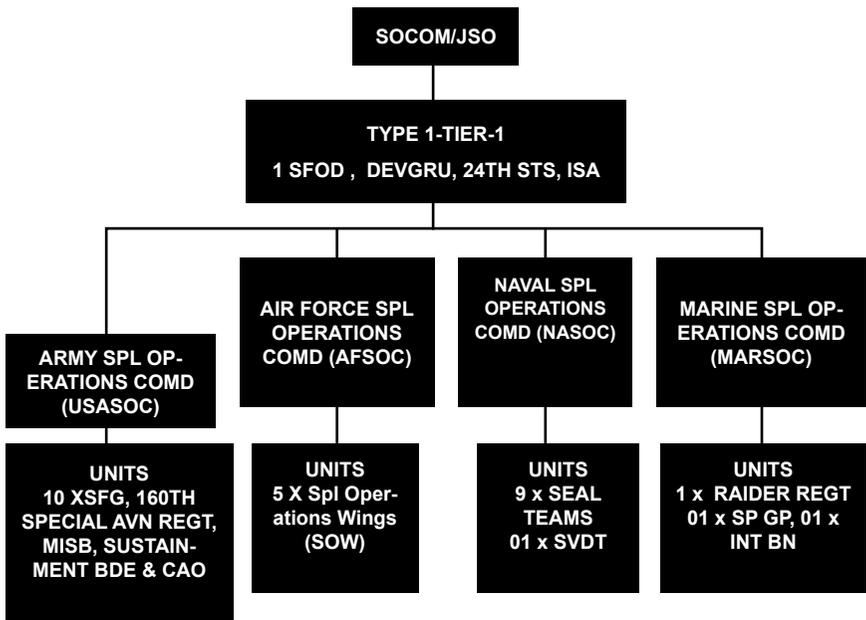
16. Type 1 (Tier II) forces are the Special Forces Group (SFG) or the Green Berets of the US Army and SEAL teams (less DEVGRU) of the Navy. The Green Berets specialize in unconventional warfare, small unit tactics, infiltration, intelligence gathering, and CQB. They are mostly focused on training foreign military, thus are oriented towards indirect operations. Their USP is Guerrilla Warfare. Since SOF Tier 2 is primarily designed to train and lead foreign soldiers they have a regional focus. Each member tends to learn the language and culture of their assigned areas, thereby enabling him to organize, train, assist, and work with locals and indigenous forces. Their mission is asymmetrical warfare and foreign internal defence<sup>[6]</sup>. The SFG's are augmented by two reserve groups (19<sup>th</sup> & 20<sup>th</sup> SFG).

17. **Type 2, SOF** are the rapidly deployable light infantry units which are the quickest to respond to a contingency. Their primary tasks include direct action, rescue operations, joint special international emergency crisis response, airfield seizure, AB and air assault operations, special recce, intelligence (int) and counter intelligence, (CI) search and

rescue, personal recovery and hostage operations and counter terrorist (CT) operations. They primarily do direct action raids on known enemy locations. They work in highly trained, well-disciplined infantry platoons as a rapid deployment strike force. The US SOF Type 2 forces consist of Ranger units of 75<sup>th</sup> Ranger Regiment (Regt). They are special as they conduct conventional operations with unconventional lines of communication, experimenting with airborne (AB) resupply, casualty evacuation, utilize animal transport (AT) and employing light artillery in their operations.

18. **Tier 3**, SOF provide the logistics support and ‘expertise’ to execute these operations which can be in form of intelligence gathering, area study/analysis, medical, nuclear, transport or even psychological operations. Civil Affairs Brigade (CAO), Sustainment Brigade, Military Information Support Group (MISB) fall in this category.

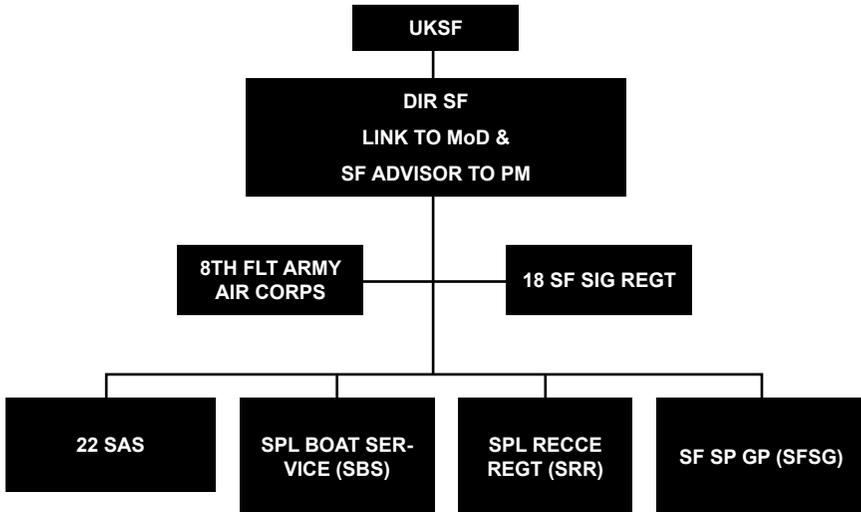
19. The outline organization of US SOF is shown below:-



## The Organization Structure of UK SF.

20. Owing to their wider understanding of SO, UK SOF is more lithe and versatile than their US counterparts. **Type 1**, UK SOF consists of 22 SAS (21 & 23 SAS are territorial SAS units but not under the command of Director SAS), Special Boat Service (SBS) of the Navy and Special Recce Regiment (SRR). UK does not have a separate Type 2 SOF like the US Rangers; instead they have converted one Parachute Battalion (1<sup>st</sup> PARA) in creation of Special Forces Support Group (SFSG) along with elements of Royal Marines Commandos and RAF Regt to provide direct support to Type 1 Force. This roughly meets the requirement of Type 2 SOF. The SFSG along with Type 1 Force falls under the purview of Director SAS, the authority for controlling SOF in UK.

21. Outline org of UKSF is shown below:-



## French SOF.

22. The French Army SF is organized on three structured pillars which are, **Strategic Recce, Special Direct Action and Special Aerial Mobility**. The units which are organized for these roles are:-

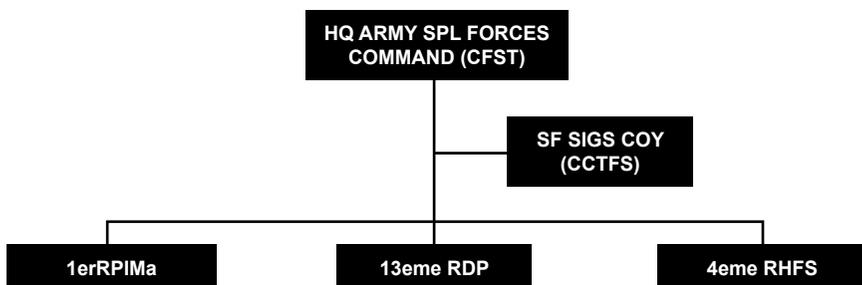
(a) **Strategic Recce**. 13th Parachute Dragoon Regt (13<sup>eme</sup> RDP) is located at Bordeaux, France. This unit specializes in maritime, mountain, arctic, desert and motorized infiltration. It also has the ability to provide specific AB infiltration, Radio communication and int processing<sup>[7]</sup>.

(b) **Special Direct Action**. 1st Marine Infantry Parachute Regt (1<sup>er</sup> RPI Ma) is located at Bayonne, France. The unit specializes in CTLO (Counter Terrorism and Hostage Rescue Teams), GDC (Bodyguards), THP (Snipers), RCO (Ptrs), PRS (Motorized Patrols), RPO (Combat Divers), explosive & demolition training, mountain/arctic, desert & jungle warfare, long range mobile patrolling and underwater riverine operations<sup>[8]</sup>.

(c) **Special Aerial mobility**. 4th SF Helicopter Regt (4<sup>eme</sup> RHFS) is located at Pau, France. This unit is the aviation asset of French SF and specializes in infiltration/ exfiltration of SOF teams, fire support, int support and deliberate kinetic strikes.

(d) **Communication**. Company of SF signalers located at Pau, France.

23. **The organization of Army SF Command (CFST)** is:-



## **Australian SOF Organization**

24. **Outline Organisation**. Since Australian SOF functional ethos are similar to that of UKSF, they are almost their replica. The components of ADF SOF are:-

(a) **Special Air Service Regt (SASR)**. The Regt is tasked to provide SO capabilities in support of Australian Defence Forces. This includes providing unique capabilities to support sensitive strategic operations, special recovery operations, advance training assistance, special recce, precision strike & direct action<sup>[9]</sup>.

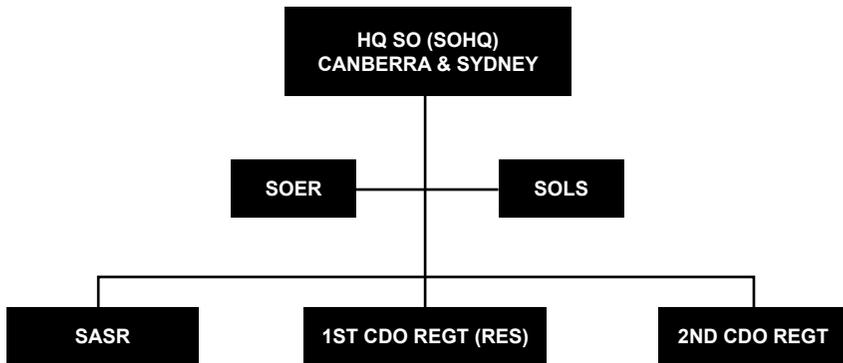
(b) **1st Commando (Cdo) Regt**. This reserve Cdo Regt provides three key inputs : a scalable and deployable Command Control Communication & Intelligence (C3I) mode<sup>[10]</sup>.

(c) **2nd Cdo Regt**. The role of the Regt is to conduct large scale offensive support and recovery operations beyond the capability of other Australian Defence Forces. This Regt is primarily meant to 'span the gap' between conventional infantry operations and unconventional operations.

(d) **SO Logistics Squadron (SOLS)**. It provides second and select third line support to SOF units in all theatres of operations around the world.

(e) **SO Engineer Regt (SOER)**. The Regt's role is to provide all kind of engineer support support to Army's SF units.

25. The outline org is as shown below :-



## SOF STRUCTURE OF PLA

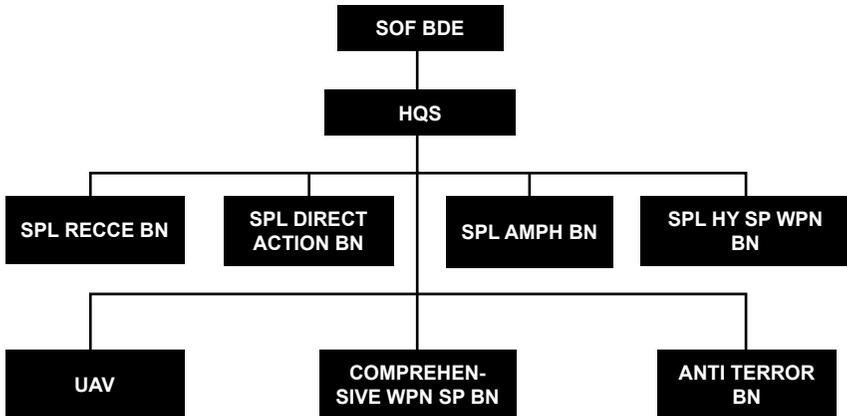
26. The PLA has delegated SOF brigades to select theatre commands. Most of these commands alongwith with SOF brigades/regts also contain army aviation units to support SOF insertion. The theatre commands without SOF brigades might have subordinate SOF *fendui* (battalion-sized units). The Theatre commands which have SOF and Army Aviation units are higher priority formations indicating important wartime missions, and those commands with neither the SOF nor Army Aviation brigades/regts are possibly the ones earmarked for demobilization during the current round of military reforms. Ground force maneuver formations contain SOF units, probably company size detachments within brigades and regts. The PLA Navy (PLAN) South Sea Fleet and two Marine brigades have SOF units and the PLA Air Force (PLAAF) has 15<sup>th</sup> AB Army and 2<sup>nd</sup> Artillery Force (SAF).

27. SF units within SOF brigades vary with each specific theatre commands. A UAV unit might contain recce & combat UAVs. Lanzhou & Chengdu military regions are likely to have CT unit. PLAN SOF will be focused on maritime/amphibious recce and direct action missions. PLAAF AB SOF is likely to have pathfinder unit while 2<sup>nd</sup> Artillery SOF maritime is likely to have recce, guidance, damage assessment, security of launch positions and counter SOF tasks.

28. The SF element with high priority theatre commands are as follows<sup>[12]</sup>:-

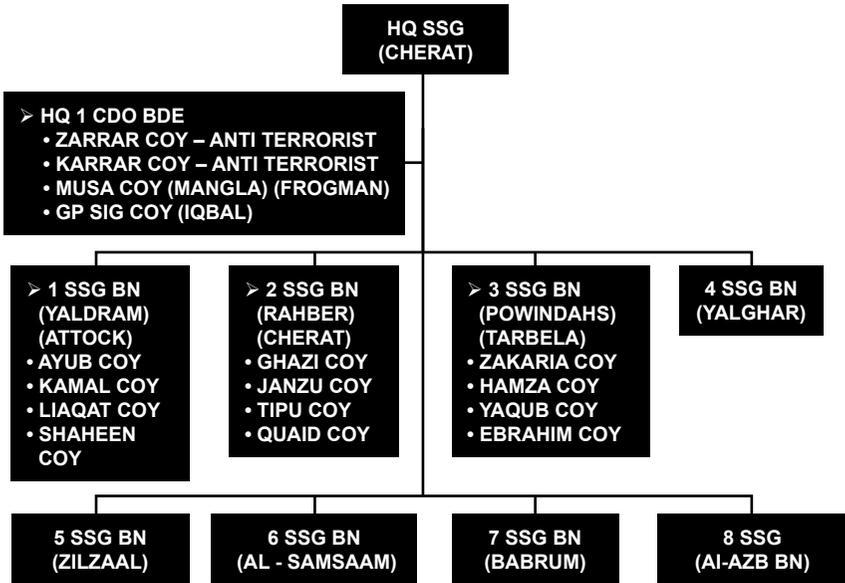
<u>Mil Region/ Gp</u>	<u>SOG</u>	<u>Army Avn Component</u>
Shenyang/39 <sup>th</sup>	Unidentified Regt	9 <sup>th</sup> Bde
Beijing/38 <sup>th</sup>	-do-	Unidentified Bde
Jinan/26 <sup>th</sup>	-do-	7 <sup>th</sup> Regt
Nanjing/1 <sup>st</sup>	-do-	5 <sup>th</sup> Bde
Nanjing/31 <sup>st</sup>	-do-	10 <sup>th</sup> Bde
Guangzhou/42 <sup>nd</sup>	-do-	6 <sup>th</sup> Bde
Chengdu/13 <sup>th</sup>	-do-	2 <sup>nd</sup> Bde
Lanzhou/21 <sup>st</sup>	-do-	Unidentified Regt

29. The organization structure of PLA SOF brigade is as follows:-



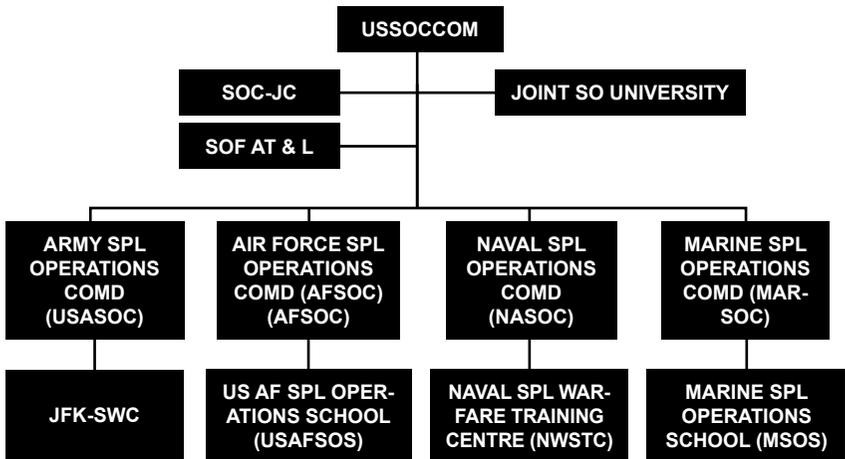
30. **Pakistan SSG** Each SSG battalion consists of 700 men divided in four companies and each company is split into platoons and further into 10-men teams. Battalions are commanded by Lieutenant Colonels. In addition there are two independent cdo companies for amphibious and CI/

CT operations. The outline organization of Pak SSG is as follows<sup>[13]</sup>:-



**PART III : SOF TRAINING INSTITUTES OF FOREIGN ARMIES AND THEIR R&D ESTABLISHMENTS**

31. **US SOF Institutes.** The outline organisation of SOF training infrastructure of US is as follows:-



### 32. **Training Institutes**

(a) **SO Command – Joint Capability (SOC-JC)**. Its primary aim is to train conventional and SOF commanders and their staffs, support USSOCOM international engagement training requirements and support implementation of capability solutions in order to improve strategic and operation war fighting readiness and joint interoperability. It is also prepares to support deployment of HQs Special Operation Joint Task Force (SOJTF). As a joint sub-unified command under USSOCOM; SOC-JC's core function is to enhance the interoperability of conventional and SOF commanders and staffs through robust strategic and operation level joint training<sup>[14]</sup>.

(b) **Joint Special Operations University**. Provides special joint professional military education, developing SOF specific under graduation & graduation level academic programs by fostering SO research, analysis and outreach In support of SOCOM objectives<sup>[15]</sup>.

(c) **US SOF Acquisition, Technology & Logistics Centre (SOF AT &L)**. The US SOF AT&L is responsible for all SOCCOM research, development, acquisition, procurement and logistics. SOF AT&L works with government, academia and industry to achieve rapid acquisition, techniques and logistics support to SOF. It comprises of seven program executive offices, five directorates under US Code Section 17. USSOCOM Commander is vested with responsibilities and authority to develop and acquire equipment peculiar to SO.

33. **JFK Special Warfare Centre (JFKSWC)**. It is the mother institution for training US SF. JFKSWC has six sub training centres viz SF; SO Advance Skills; Survival, Evasion,

Resistance and Escape(SERE); Foreign Area Officer; Civil Affairs; and Psy Operations. Approx 3,100 students are trained at JFKSWC training schedule at any given time. Courses range from entry-level training to advance war fighting skills. JFKSWC also maintains the SF Warrant Officer Institute and the David K. Thuma NCO Academy. While most courses are conducted at Fort Bragg, JFKSWC also has facilities and relationships with outside institutes<sup>[16]</sup>.

34. **Training Battalions of JFKSWC.** The sub training battalions and their charter of duties is as follows:-

<b><u>Ser</u></b>	<b><u>Name</u></b>	<b><u>Description</u></b>
(i)	1 <sup>st</sup> Spl Warfare Training Gp (AB)	Training from entry-level to advance skill training & education.
(ii)	1st Bn 1st SWTG(A)	Squad - Company level tactics, survival Training, <u>Code of Conduct</u> , MOS training, and Underwater training.
(iii)	2nd Bn, 1st SWTG(A)	Trains SOF for deploying military training teams worldwide.
(iv)	3rd Bn, 1st SWTG(A)	Trains in Civil Affairs operations.
(v)	4th Bn, 1st SWTG(A)	Manage counsel, and provide mentorship to all assigned students (US and Foreign) in the <u>SFQC</u> .
(vi)	5th Bn, 1st SWTG(A)	Training & Education in Military Information Support operations.
(vii)	6th Bn, 1st SWTG(A)	Special intelligence and operation activities.
(viii)	Sp Bn, 1st SWTG(A)	Provides administrative support to training battalions.
(ix)	Spl Warfare Edn Gp (AB)	Assessing, selecting, educating Army Civil Affairs (CA), Psy Operations, consists of four depts: Human Dynamics Dept, Academic Affairs and Education Department, Regional Studies Department, and Language Department.
(x)	Spl Warfare Med Gp (AB)	Alongwith Naval Special Operations Medical Institutes (NSOMI) forms Joint SO Medical Training Centre (JSOMTC). Trains SO combat medics.

(xi)	SF WO Institute	Advance education and training courses for mid and senior grade SF WO's
(xii)	David K. Thuma NCO Academy	Warrior Leader, Advance and Senior Leader courses for Army SF NCOs.
(xiii)	Dte of Training&Doc	Hybrid organization that deals with doctrine, personal prepotency, future training, leadership, and education needs of the Army SOF. Three branches Civil Affairs, Psy Operations, & SF. For Army SF three maj elements: Army SO Capability Integration Center (ARSOCIC), Pers Policy and Programs (PPP), and Training, Leader Development & Education (TLDE).

35. **Courses of JFKSWC.** JFKSWC offers 41 unique courses, including JFKSWC & SFQC for Civil Affairs, Psy Operations, SF and Cultural Support. Advance skills courses include combat diver training in Key West, Florida, sniper training at Fort Bragg and Combat freefall Training (CFF) training at Yuma Proving Ground in Arizona. Phase II of the SFQC is also conducted at this establishment. The details are:-

<b><u>Skill</u></b>	<b><u>Course</u></b>	<b><u>Description</u></b>	<b><u>Loc</u></b>	<b><u>Duration</u></b>
<b><u>Combat Diving Courses</u></b>	1. SF Combat Diver Qual Course (SFC-DQC)	Amphibious Infiltration techniques	SF UW Operations School at Key West, Florida	7 weeks
	2. SF Comb Diving Spvr Course (SFCSC)	Training in tides and currents, maritime boat operations, maritime infiltration.	-do-	3 weeks
	3. SF Diving Medical Technician Course	Advance medical procedures for treatment of diving injuries.	-do-	3 Weeks

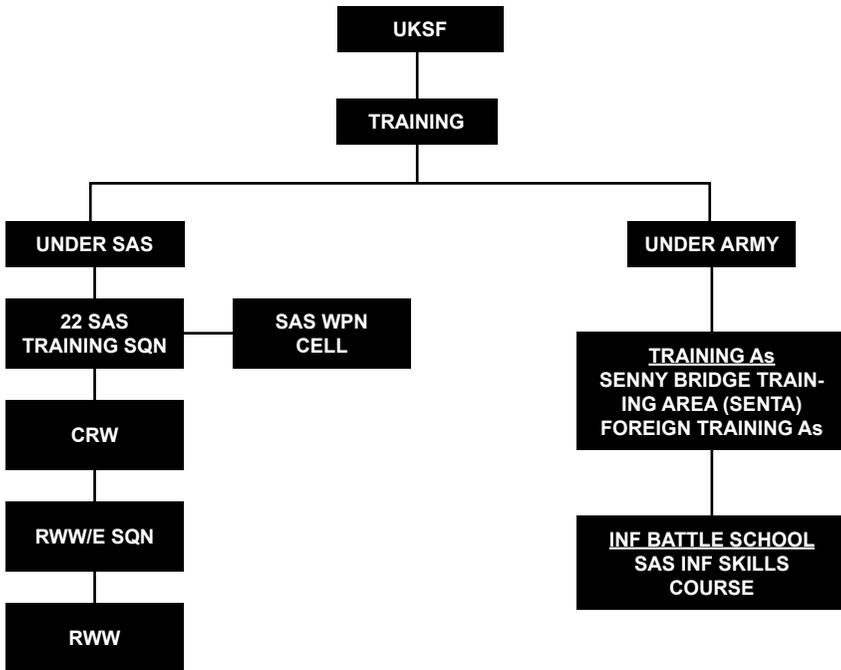
<b><u>CFE Courses</u></b>	1. Military Free Fall Parachutist (MFF) course	<p><b>Module A</b> Ground Training to include packing main paras, ac procedures, emergency procedures and body stabilization.</p> <p><b>Module B</b> Ac exit, rig wpns &amp; eqpt, use oxygen eqpt. 23 descents from 10,000 to 25,000'.</p>	MFF School, Yuma, Arizona.	4 weeks
	2. Military Free Fall Jumpmaster Course (MFFJM)	Emergency procedures, Wind & altitude drift calculations, ADDs, ac procedures, spotting, HAHO techniques, packing and rigging.	-do-	3 Weeks
	3. Military Free Fall Instructor Course (MF-FIC)	For selecting of Instructors for MFF School.	-do-	8 weeks
	4. Free Fall Advanced Tactical Infiltration Course (ATIC)	Joint SOF Operations in planning & conduct of night MFF tactics infil as a group on unknown and unmarked DZs.	-do-	3 Weeks
<b><u>Mtn/ WW Courses</u></b>	Winter Warfare (WW), Mtn and Cold Weather Operations.	WW & Cold Weather Operations to op in harsh envts.	NW Training Centre, Fort Wainwright, Alaska.	
	SF Master Mountaineering Course (Level 1)	Tac mtn operations in winter envt, Must be SF Sr Mtn Course (Level 2) qual.	SF Advance Mtn Operations School (SFAMOS), Fort Carson, Colorado.	4 weeks
	SF Sr Mountaineering Course (Level 2)	Advance tactical Mtn operations, FC training, horsemanship, AT handling, maint of mtn eqpt, med, Cas evac etc.	-do-	6 weeks (3 Times a year)

<b><u>INT &amp; SVL COURSES</u></b>	Spl Operations & Int Course (SOAIC)	Fusing int data to provide specialized int sp to the full rg of SOF msn.		5 Weeks
	SF Physical Svl Course	To conduct multi-mode non-tech pers & tgt svl in spl operations.	Fort Bragg, NC.	8 Weeks
	SF Tech Svl (SFTSC)	Advance digital photography, use of video eqpt, conduct of tech sp operations & expl of tac assets of tac assets for int, svl & recce.		12 Weeks
	SF Tech Svl (SFTSC)	Advance digital photography, use of video eqpt, conduct of tech sp operations & expl of tac assets of tac assets for int, svl & recce.		12 Weeks
	SF Int Sgt Course (SFISC)	Int collection, expl & processing; threat vulnerability assessments; analytical tech & training; int reports and reporting architecture; asymmetric tgt analysis; int prep of the envt (IPE); interagency operations etc.	11 weeks - Fort Bragg, NC.  Last 3 weeks -Washington, DC area.	14 Weeks
<b><u>LAN-GUAGE AND CULTURE COURSES</u></b>	Advance Language Training	Refresher language training. In addn, they may get the opportunity to do advance language training - Live Environment Training (LET).		
<b><u>LEAD-ER-SHIP &amp; PLG COURSES</u></b>	Advance Spl Operations Tech Course (ASOTC)	Training on spl operations, msn plg, advance spl operations, interagency operations, and UC warfare.		14 Weeks

<b><u>LEAD- ER-SHIP &amp; PLG COURS- ES</u></b>	Advance Spl Operations Managers Course (ASOMC)	Advance training & experience to incl ASOTC.		3 Weeks
	UW Operational Design Course	Knowledge in the art of comprehensive UC warfare plg through design.		4 weeks
<b><u>SNIPER. TGT ACQN &amp; DA COURS- ES</u></b>	SF Sniper Course (SFSC)	The SFSC course, teaches sniper marksmanship, incl FC  Stalking, use of PDA loaded with an advance ballistics software pgme.	John F. Kennedy Spl Warfare Center and School (SWCS).	8 weeks  (run 5 times a year)
	SF Advance Tgt Recce, Tgt Analysis & ExplTech.	Techniques required by the CINCs In-Extremis Force (CIF) Coy in SF Gp (SFG). Comb wpn MM, CQB, expl & mech breaching The CIF Company within a SF Gp is tasked with training the counter terrorist (CT) teams of foreign militaries.	JFK SWC, Fort Bragg, N.C	7 weeks
	SF Advance Urban Com (SFAUC)	Trains ODA to op in a hostile urban envt, syllabus incl room clearing, urban mov, rifle, pistol and shotgun training, exple entry, rapelling, fast-rope and climbing tech.	Respective SF Gp	15 days.
<b><u>MISC COURS- ES</u></b>	SOF Sensitive Site Expl, Tech Expl Course	Training on advance battlefd forensics.		3 Weeks
	SOF Sensitive Site Expl, Op Advance Course	Training in sensitive site expl to incl biometrics, forensics, docu,-media expl, IED expl, tact questioning and detainee-handling procedures.		3 Weeks

<b><u>MISC COURSES</u></b>	Specialized Civilian Schools.	Comb shooting courses, martial arts courses & driving courses.		
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36. **UKSF Training Units & Areas**. Outline org of UKSF Training is as follows<sup>[19]</sup>:-



### **Training Establishments**

37. **SAS Training Squadron (Sqn)**. The Sqn is headed by a Chief Instructor (CI) and a Training Wing Warrant Officer (WO). It is responsible for UKSF selection and oversees operational management of training and final selection. Besides the CI & WO, the sqn comprises of 11 instructors from SAS & SBS.

38. **SAS Weapon Cell**. The cell is managed by two WO and associated instructors for imparting Support Weapon and

Small Arms training. The cell's primary function is to oversee the weapon phase of UKSF selection and also deliver nine weapon qualification courses per year.

39. **Counter Revolutionary Wing (CRW)**. It is the nodal agency which prepares the sabre sqns for CT role. It develops advance weapon firing techniques, explosive entry methodology and building/room intervention procedures. It also has following additional functions:-

- (a) Conduct specialist course as on required basis.
- (b) Organise collective training for sqns.
- (c) R & D for SOF.
- (d) Cross training between SAS and SBS.

40. **Revolutionary Warfare Wing (RWW)**. It comprises of members of SAS and Intelligence service representatives for all clandestine & black operations. It is now a fullfledged Sqn and a permanent fixture in 22 SAS as E Sqn SAS.

41. **Training Areas**. The training areas available to UKSF are:-

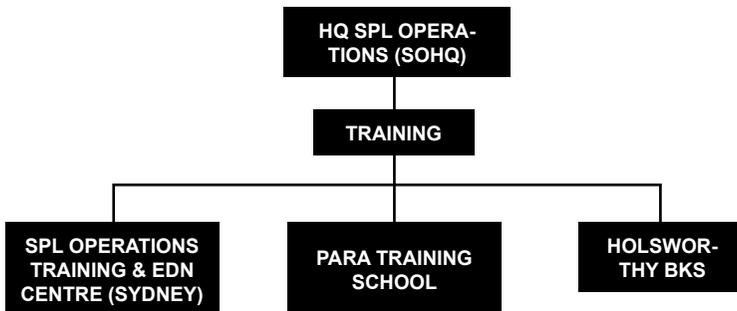
- (a) **SENNY BRIDGE TRAINING AREA (SENTA)**. It is the third largest training area of UK measuring approximately 60 miles. Most of the SF training is held in this area.
- (b) **Foreign Training Areas**. Besides SENTA, UKSF also conducts foreign training at following areas acquired around the world:-
  - (i) Belize, Central America – 5 x training areas.
  - (ii) Brunei – 2 x training areas.

- (iii) Kenya – 13 x training areas.
- (iv) Canada – 1 x training areas. (three times the size of Salisbury training area)

(c) **Infantry Battle School (IBS)**. IBS runs a special SAS Infantry Skills Course at Brecon, Mid Wales. Though it is an infantry school but SAS instructors are posted to the school to conduct the courses specifically for SAS.

(d) **Operational Research Wing (ORW)**. The primary task of ORW in 22 SAS is to evaluate and developed new equipment, weapons and techniques. It works with MoD technicians and scientists.

42. **Australian Training Units & Courses**. The outline organization of training infrastructure is as follows :-



43. **Training Institutions**. These are:-

(a) **SO Training and Education Centre (SOTEC), Singleton, NSW**. The School functions directly under the SO COMMAND and is responsible for the training of the entire Australian SOF. Apart from the basic selection course, it also conducts the advance/ specialist courses for the SF personnel. It is support by the 2<sup>nd</sup> Cdo Regt. SOTEC was founded on the following four pillars of excellence<sup>[20]</sup>:-

- (i) Martial and force projection skills
- (ii) Political/ Strategic/ Foreign relations acumen.
- (iii) Military & Operational excellence.
- (iv) Ethical, cultural, social and emotional int acumen

(b) **Parachutist Training School (PTS)**. The school mission is to train members of ADF and to develop AB doctrine and equipment to meet Army's needs. It conducts wide range of training to include static line jump training, Military Free Fall (MFF) training and High Altitude Para Operations (HAA OPS) training<sup>[21]</sup>. The courses conducted at PTS are:-

- (i) Parachute Riggers Course.
- (ii) Air Dispatcher Courses.
- (iii) Courses & AB training exercises for Cdo Regt.
- (iv) SASR Courses & AB Training exercises.
- (v) Courses for SOER.

(c) **SOF Training Area, Holsworthy Barracks**.It houses the training infrastructure for all the units of the Australian SO Command. The training area is geared for all different kinds of training like rockcraft training, fastroping, sniper training, physical fitness, urban CT training, CFF training (including a wind tunnel), amphibious skill training, IED training and also NBC & counter NBC training.

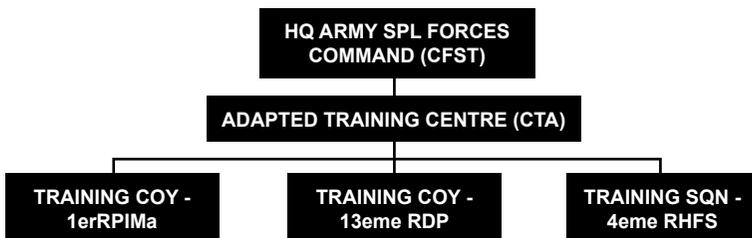
44. **Courses subscribed by Australian SF**. On successful completion of the basic selection cum training cycle, every

individual is made to undergo advance skill courses which would include the u/m specializations :-

- (i) Military Free Fall.
- (ii) Language and Cultural Training.
- (iii) SF Sniper.
- (iv) Cdo Mortar (81mm & 60mm).
- (v) Advance Driving.
- (vi) Method of Entry (building intervention).
- (vii) Combat Assault Dog Handler.
- (viii) SO Planning Course.
- (ix) Mountain, Alpine and Cold Weather Operations.
- (x) Instructor Development Course.
- (xi) Armed Response Protection Team.

45. **Operational Deployment**. The individuals on successful completion of the selection and prior to advance training are borne on the battalion strength, however, these troops are not available to the unit for operational deployment. An SF/cdo operator is available for active service only after he has completed advance training courses. **The period could be anywhere upto two years.**

46. **French Training Units & Courses**. The outline organisation of training infrastructure is as follows<sup>[22]</sup>:-



47. **Training Infrastructure.** These are :-

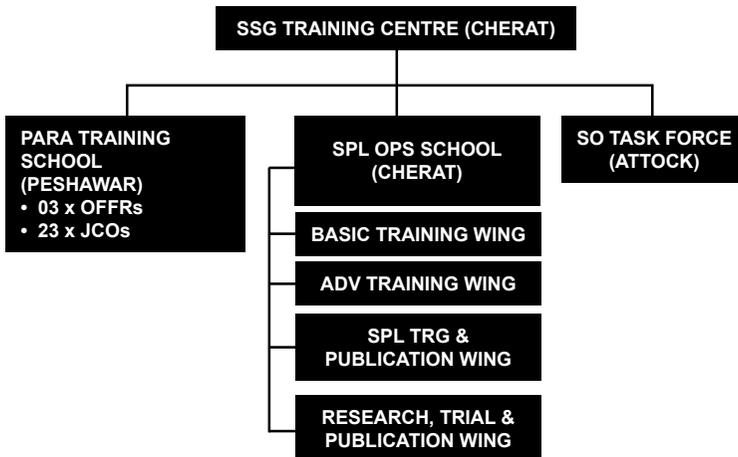
(a) **Adapted Training Centres (CTA).** It is a state of art and Europe's largest and most modern close quarter battle (CQB) facility. It caters for individual as well collective training which is primarily designed for urban warfare, hostage rescue, building intervention. Located at Pau, all SF units are quarantined here prior to their operational deployments.

(b) **Regt's Training Companies.** Due to specific character of the three regts of the French Special Forces Comd (CSFT), these units have a training company which is nominated as a '**Delegated Training Centre**' for conduct of their basic and advance skill training.

48. **R&D Branch.** The R&D branch is part of French Special Operations Command (COS). It is an interface organised between the SOF and defence arms industry. The branch seeks special requirements of SOF and translates their needs into designing and fabricating the needs through defence industry.

49. **Advance Courses of French SF** Since the task specific SF battalions have independent training companies, the courses are organised by them and are on the similar pattern like that of SAS.

50. **Pakistan SSG.** The outline organization of training infrastructure is as follows<sup>[23-24]</sup> :-



51. **Specialist Courses**. These are :-

(a) **Combat Free Fall Course (CFF)**. Basic CFF course is conducted by PTS, Peshawar. The course candidates undergo 25 CFF descents to include night, equipment and oxygen jumps.

(b) **Mountain Warfare Course**. Conducted at the Pakistan Military Academy Kakul, Abbotabad.

(c) **Advance Frogmen Course**. Training is conducted by Naval Special Service Group (SSGN) at Karachi. Certification is based on swimming proficiency attained by students. There are three certification: 1st, 2nd and 3rd class.

(d) **High-Altitude Mountain Warfare School**. Post Siachen crisis, Mountain warfare school has been established at Khappalu to train the SSG and other Army units for operations on the Siachen Glacier.

(e) **Advance Skill & Other Courses**. The various specialist courses conducted for SSG operators are: Anti Terrorist Course, Sniper Course, Security Course, Professional Unarmed Combat Course. The Advance level courses are : Navigation Course, Weapon Course, Explosive & Demolition Course , Advance Cdo tactics Course, Survival Course and Fighting In Built Up Areas (FIBUA) Course. Courses not confirmed which might be conducted are viz, Internal Security Course, Assault and Small Unit Tactics Course, Language Courses, Small Arms Course, Close Quarter Battle tactics (CQB) Course, Long Range Recce Patrol (LRRP) Course, Close Quarter Battle tactics (CQB) Courses, Long Range Recce Patrol (LRRP) Courses, Martial Arts Courses, Espionage Courses, Psychoanalytic Training, and Criminal Psychology Courses.

52. **Research, Trial & Publication Wing**. The wing is responsible for R&D projects of SSG concerning doctrinal as well as trials for weapon and equipment.

## **PART IV : SELECTION SYSTEM FOLLOWED BY SOF OF FOREIGN ARMIES**

### **US SF Selection System**

53. **Selection System**. The Initial entry to US SF starts with SF Assessment & Selection Course (SFAS). After initial screening has been conducted than training for the SF Qualification Course (SFQC) or the 'Q' course commences. The details of the 'Q' course are<sup>[25]</sup>:-

(a) **SF Preparation and Conditioning Course (SFPC)**. Prior to commencement of SFAS, the candidates are put through conditioning phase of 19-day performance-oriented course which includes physical conditioning, map reading and navigation classes and exercises. It is primarily to prepare and condition 18 X (direct civilian volunteers) and REP-63 (National Guard) soldiers for SFAS & SFQC.

(b) **Screening Phase (SFAS)**. The first phase of the SFQC is SFAS. It consists of 24 days of training held at Camp Mackall (Fort Bragg). Events in SFAS including numerous long distance land navigation excercises. All land navigation excercises are conducted both by day and night with heavy loads and equipment, in varied weather conditions, and in rough, hilly terrain. The navigation excercises are timed and are conducted without any assistance from instructors or fellow students. With each navigation exercise time limit gets reduced and is all excercises are more than 12 miles. Evaluation of candidates is also done

during obstacle course runs, team events including moving heavy loads such as telephone poles and old jeep trucks through sand as a 12-man team, the Army Physical Fitness Test (**APFT**), a swim assessment, and numerous psychological exams such as IQ tests and the Defence Language Aptitude Battery (**DLAB**) test. **The final event, is a road march** of 32 miles known as “the Trek” or Long Range Individual Movement (LRIM).

(c) **Phase I : Course Orientation and History.**

It is a seven week introduction to SF. Dubbed the Orientation and History module, the course is the responsibility of the 4th Bn, 1st Special Warfare Training Group (AB). The course is separated into six modules. These are :-

(i) **Module A – Introduction to Unconventional Warfare (UCW).**

This module exposes the students to the overall learning objectives and outcomes of the SFQC, trains them in tactical guerrilla warfare teams, and provides the operation and strategic context under which they will train for the remainder of the SFQC. Under supervision the students are expected to complete this phase with a firm understanding of what will be expected of them throughout the remainder of the SFQC and the importance of UCW in the SF mission.

(ii) **Module B – Introduction to SF.**

This module is intended to provide the soldiers an understanding of SF, its history, organization, attributes and the core tasks that relate to their mission. Lessons include SFOD-A and SFOD-B numbering convention, command & control structure, Joint SO, duties and responsibilities of each military occupational service (MOS), SF

planning and organization, core mission and tasks, SOF physical fitness and nutrition. The training is to prepare the potential SF soldier for what is expected of him and the standards that he must acquire to graduate at the SFQC.

(iii) **Module C – AB Operations & Refresher.**

This module allows the soldier to maintain his jump proficiency and prepare for the training he will encounter throughout the SFQC.

(iv) **Module D – SF Planning.** This module provides the soldiers an understanding of the SF mission planning process. The soldiers are given classes on the **Making Process** followed by practical exercises that reinforces the training.

(v) **Module E – Operational Culture and Regional Analysis.** The purpose of this instructional module is to give students a foundational understanding of the battle space **including** operational culture and a system analysis of an area. The lessons include a view of one's own cultural lenses, leading to an understanding of the perspective of others as well as the use of PMESII-PT system of regional analysis to deduce the capability, people and environment of a given area. The Pineland Area Study is used as the basis for analysis allowing for a more comprehensive understanding of the training environment.

(d) **Phase II : Language and Culture (18 – 25 weeks).** This phase focuses on language and culture. Soldiers receive basic SO language training in the language assigned to them at the completion of SFAS. Languages are broken into four categories based on

their degree of difficulty to native speakers of English. Soldiers who are assigned a Cat I or II language will be enrolled in an 18-week language programme, while soldiers who are assigned a Cat III or IV language will attend 24 weeks of language training. Students receive instruction in three basic language skills: speaking, participatory listening and reading (limited). An overview of physical and social systems, economic, politics and security, infrastructure technique, culture and regional studies forms the cultural component. Language instruction focuses on mission-related tasks, enhanced rapport building techniques, cultural mitigation strategy, interpreting and control of interpreter methods. Also during Phase 2, a progressive physical training schedule is started in order to prepare for Phase 3. To successfully complete Phase 2, soldiers must achieve a minimum of 1/1 listening and speaking as measured by the two-skill Oral Proficiency Interview.

(e) **Phase III : Small Unit Tactics & SERE.** Small Unit Tactics is the third phase in the qualification course. The 13-week schedule provides soldiers in the SFQC the apprentice-level tactical combat skills required to successfully operate in a SF OD-A. Students master the tactical skills viz advance marksmanship; small-unit tactics; SF common tasks; urban operations; mission analysis; advance SO level 1; sensitive-site exploitation; military-decision making process. At the end of Phase 3, soldiers enroll in SERE Level C, where they receive intensive training in support of the Code of Conduct. Training includes survival field craft skills, techniques of evasion, resistance to exploitation and resolution skills in all types of environments. Students will participate in a survival and evasion field training exercise and in a resistance-training laboratory. The course spans three weeks with three phases of instruction. The first

phase lasts approx 10 days of academic instruction on the Code of Conduct and SERE techniques which incorporates both classroom training and field craft. The second phase is a five-day exercise in which the students practice their survival and evasion skills by procuring food and water, constructing evasive fires and shelters and evading tracker dogs and aggressor forces over long distances. The final phase takes place in the resistance-training laboratory (RTL), where students are tested on their individual and collective abilities to resist interrogation and exploitation and to properly apply the six articles of the Code of Conduct in a realistic captivity scenario.

(f) **Phase IV : MOS Training.** The purpose of this phase is to train selected soldiers in the primary skill level tasks and competencies required to perform the duties of a member of an SF ODA. Candidates must have successfully passed the SF Orientation Course, Language, SUT, and SERE before entering Phase IV training. This phase is as per skill orientation like demolition, intelligence, medical, weapons, etc. here the officers are trained separately for preparing them as operational detachments commanders.

(g) **Phase V : Final Exerise - Robin Sage.** It is a four week litmus test for soldiers striving to earn the coveted Green Beret. It is during Robin Sage, held across 15 rural North Carolina counties that soldiers must put all of the skills they have learned throughout the SFQC to test their UCW training. The exercise is broken into two phases, during the first week, the students are taught the necessary skills to survive and succeed in a UCW environment using a small group instruction teaching methodology. The remaining three weeks focus on their planning and application.

(h) **Phase VI : Graduation (1 Week)**. It is the final phase and consists of one week of out processing where students don their green berets for the first time during the graduation ceremony.

54. **Duration**. The duration for selection and initial training prior to sending a candidate for operational duties is 107 weeks which is approx 2 years. The advance skill courses only come into play after 2 years of training.

55. **UK SF Selection System**. Till 1990 the candidates of SAS & SBS were having individual selection procedures, however to enhance inter-operability, the selection system has been merged and is being carried out jointly. SRR being an intelligence unit have their own selection establishment at Dartmoor, Wales.

56. **Selection System**. The selection system is elaborated below<sup>[26]</sup> :-

(a) **Pre – Selection Briefings & Preparation**. SAS/SBS/SRR conducted briefings which are basically designed to educate candidates about service with UKSF. The units also assist potential candidates by sponsoring training courses but these are for assistance only and not a mandated 'pre selection' training.

(b) **Mandated SAS Briefing (36 – 48 Hrs)**. These briefings are held by SAS Training Squadron, Hereford. It is separate for officers and other ranks. Basically these briefings are in form of presentations on organization, role and training at SAS, medical examination, basic fitness assessment. These briefings provide advance information on preparation and training for UKSF selection. For officers these briefings last 36 hours and for others it is 48 hours.

(c) **Optional Pre Selection Preparation Programmes.**

(i) **Preparation for Aptitude (2 weeks).**

The candidates can collectively organize a pre course navigation and fitness training capsule on their own at **SENTA**. The candidates will be provided with basic amenities and SAS provides assistance in terms of conduct of navigation and speed marches. It is not a mandatory course.

(ii) **SAS Infantry Skill Course (4 Weeks).**

The SAS conducts this course prior to UKSF selection for non infantry volunteers. It is not compulsory course. The course is conducted at Infantry School, Brecon and consists of four phases in which basic infantry tactics, weapon handling etc is taught.

(iii) **Mountain Leaders Training Course (5 days).**

The volunteers can also attend MLT Course in North wales which primarily focuses exposure to mountain warfare.

(iv) **Advance Navigation Course.**

The PARA Regt and Household Division run this course for volunteers of their Regt for UKSF. Other members can subscribe for these courses based on available vacancies.

57. **UKSF Selection Course.** This is run twice a year, one during summers and other during winters.

(a) **Phase I of UKSF (4 weeks):Aptitude Phase.**

During this phase candidates are sent to SENTA training camp, Wales where training is conducted at Brecon and Elan Valley. This is basically a screening phase where aptitude of candidates for SF training is observed.

(b) **Officers Week**. The officers who pass the first phase have to undergo an Officers week where they are screened for determination, planning ability, diversionary tactics etc.

(c) **Phase II : Continuation Training (21 weeks)**.  
The phase is further sub divided in two parts :-

(i) **SOP & Tactics Training Phase (9 weeks)**. The candidates who pass aptitude phase are now exposed to intensive SF tactics, techniques and procedures. The major portion of this phase is spent in jungles. The aim of this phase is to discover individual qualities of potential candidates.

(ii) **Employment Training**. The candidates who clear the SOP & Tactical Training phase are now subjected to employment training phase. The details are as follows:-

- (aa) Surveillance (Svl) & Recce Training (2 weeks).
- (ab) Army Combat Survival Instructors course (2 weeks).
- (ac) SF Parachute training (4 weeks).
- (ad) CT training (3 weeks).
- (ae) Signals training (1 week).
- (af) Platoon Support Weapons & Squadron Induction training (1 week).

## **French Selection System.**

58. The French selection system is as follows<sup>[27]</sup>:-

(a) **Entry.** The SF units selection process is based on respective SF units. The method of intake is in two ways : The first is for regular army volunteers and the other is the direct recruitment from the civil stream. Interestingly, in case of civil inductees the laid down regular qualitative requirement (QR) like age and educational qualification can be dispensed with if it is an essential organizational requirement. The probation period from the day the person volunteers till he joins the unit is 16 months for a service volunteer and two years for the direct intake. Both the category of volunteer candidates are brought together after four months of training for the remaining 16 months.

(b) **Pre Course Screening.** Prior to short listing the candidates for SF training programme, the candidates will have to undergo a battery of psy and physical tests. The initial screening is conducted by CSFT followed by an interview by an officer of the SF unit.

(c) **Initial Training Programme.** Candidates for Army SF will undertake the French Army SF training Programme (**Fmn Initial`e Forces Sp`eciales terre or FI-FST**).

(d) **Para Training.** Though it is not mandatory the French SF encourage the volunteer candidates who have passed through FI-FST to undergo SF Military Parachutist preparatory Course (**Pr`eparation militaire parachutiste force sp`eciale or PMP-FS**).

(e) **Initial & Balance SF Training.** The candidates for both the SF units are made to undergo a common SF training for 20 weeks and thereafter six months

are spent with individual French SF units who in turn conduct their respective training programmes.

(f) **Duration**. The unit training schedule of training consists of several courses and it takes **approx 2-3 yrs** before the selected candidates are put into operations.

### **Australian Selection System**

59. The Selection system of the Australian SF is as follows<sup>[28]</sup>:-

(a) **Entry**. The Australian Special Forces mandates that an individual should have served in the regular army for a minimum period of 2 years for him to be eligible to volunteer to be a part of Special Operations Comd (SOCOMD). In other cases civil stream candidates are handpicked individuals who have requisite special skill considered essential for SOF.

(b) **Initial Selection Phase**. Before the selection training cycle commences, all the individuals have to go through a 15 days selection course at SO Training & Education Centre (SOTEC) which is also responsible for all specialist training conducted for SOCOMD.

(c) **Selection Training Cycle**. This is a 15 months long selection cum training cycle which focuses on the basic Cdo training mostly touching all aspects which pertain to SO. The training cycle comprises of the following courses/ cadres :-

- (i) CQB Course
- (ii) Close Quarter Fighting Course (MMA training)
- (iii) Cdo Urban Operations Course
- (iv) SF Parachuting Course

- (v) SF Fast Military Roping
- (vi) SF Helicopter Insertion
- (vii) Basic Demolitions Course
- (viii) SF Heavy Weapons Course
- (ix) Marksmanship Training
- (x) Specialist Training (SF Demolitions, Communication, First Aid)
- (xi) Amphibious and Vehicle Mounted Operations Training
- (xii) Cdo Platoon Commander Course

### **Pakistan SSG Selection System**

60. The Pak SSG selection system is as follows<sup>[29]</sup> :-

(a) **Entry** The officer volunteers must have at least two years of prior service and should be prepared for minimum two-year assignments with the SSG; NCO's and enlisted volunteers from other arms & services can serve permanently in the SSG.

(b) **Selection Cum Basic Cdo Course (36 Weeks)**. The SSG course is conducted at Cherat. The SSG course emphasizes physical conditioning, including a 36-mile march in 24 hours.

(c) **Para Basic Course (4 Weeks)**. On passing the basic cdo course the trainees go through the AB training to get their cdo wings from PTS, Peshawar. The course duration is four weeks, with wings awarded after five day and three night-jumps.

(d) **Advance Cdo Course (25 Weeks)**. After the completion of the Basic cdo course (36 weeks), the

newly selected cdos undergo the advance commando course. Only at the end of these two grueling phases are the SSG volunteers considered to be integral members of the SSG.

## **PART V : ANALYSIS OF CONCEPTS, ORGANIZATIONS, SELECTION SYSTEM,**

### **TRAINING & TRAINING INSTITUTES OF FOREIGN ARMIES**

61. **Theatre Vs All Rd Specialization**. Owing to the various issues described earlier in the paper, the SOF is generally categorized as either **theatre/regional focused like the US** or a **multi tasked force** like UKSF. Both the designs have pros and cons, however regionally focused SOF are likely to have comparatively more clarity in its role, are task specific and are better defined than multi tasked SOF. Like in the case of US, the Special Forces Groups (SFG) core specialization is irregular warfare; hence they specialize in that role specifically and are trained accordingly. Similarly, the Rangers are rapidly deployable light infantry units who are primarily tasked to execute direct action raids on **known** enemy locations. Hence their core specialization is air field seizure, air landed operations, establishment of air heads etc. Since there is more clarity in operational roles therefore the skill training being imparted to each task specific force is bound to be extensive and more specialized. On the other hand the smaller force meant for 'all flavors and seasons' will require multi specialties as it is meant for varied SF tasks ranging from political to military and tactical to strategic.

62. From training point of view, it would be more prudent to train with theatre specified SOF training institutes as their SF courses of instruction for each specialization would be higher

and course content more exhaustive. The only issue which needs to be understood while training with them is that training should be among forces who have similar tasks and role. For example the AB battalions of IA should train with Rangers as their roles are similar and accordingly the SF battalions should be training only with tier I US SF and not vice versa.

63. **Size of SOF**. The approx size of the SOF of various countries is shown below :-

Country	Size in Km <sup>2</sup>	Army	SOF	SOF % Age of Army
USA	9,826,675	2,083,100	61,000	2.92
China	9,596,960	2,183,000	30,000	1.37
Australia	7,692,024	80,000	2000	2.50
India	3,287,263	1,395,100	5000	0.35
Pakistan	796,913	1,050,000	5600	0.53
France	551,500	388,635	5500	1.41
UK	248,532	196,840	2000	1.01

64. The above data provides following inputs :-

- (a) Tiered, dedicated (decentralized to Theatres) and task specific SOF like that of US or China have a comparatively large SOF. The other possible determining factor is the size of the countries which may/may not contribute to the size of the SOF.
- (b) Australia maintains a comparatively large size SOF as compared to the overall strength of the Army which is indicative of its reliance on them.
- (c) Smaller European countries like France and UK continue with the adage of 'the few the elite'.
- (d) Considering Pakistan's size, its SOF is also fairly large thereby exhibiting similar reliance on SOF like that of Australia.

(e) India's size, SF's 'regional orientation' and its security challenges emancipating from neighbors and adversaries is at odds with the strength of SF which it maintains. **There might be case for upgrading its AB battalions on the pattern of Rangers of US or SFSG of UKSF for an enhanced role in building SO capabilities.**

65. **Location of SOF.** Per say, the theatre focused force is likely to be located closer to its areas of operations/ interest while an 'all round force' would be generally located centrally for it to be used anywhere. For example, incase of theatre focused, US SFGs, the **1<sup>st</sup> SFG** which is oriented towards the Pacific region has its 1<sup>st</sup> Battalion forward deployed at Torii Station, Okinawa and similarly, the **10<sup>th</sup> SFG** oriented towards Europe has its 1<sup>st</sup> Battalion forward deployed at Panzer Kaserne (Panzer Barracks) in Böblingen near Stuttgart, Germany. While incase of 22 SAS which is a force for all 'seasons and flavor' remains at its designated location in UK.

66. **Command Structure.** SOF while seeking to achieve a common victory along with its counterparts follow an all together different methodology of achievement. To facilitate the application of these unconventional forces necessitates it to have an independent command structure which ensures allocation of these forces without it being under utilised or being frittered away for tasks below or even beyond their capabilities.

67. **Reserves.** Most of the reserve SF elements are meant to either augment existing SOF manpower or their special requirements are 'outsourced' to civil experts. For example, there are 150 reservists in French SO Command comprising of experts ranging from Expertise Initial Theatre (EIT) to scientists, lawyers, and geologists etc who provide much required appraisals essential for launching SO. On the other

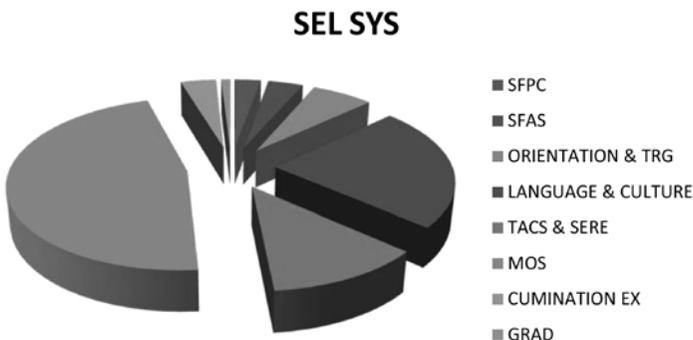
hand 19<sup>th</sup> & 20<sup>th</sup> SFGs of US, 21 & 23 SAS of UKSF are examples of augmenting the strength of existing SOF units.

68. **Lateral entry.** Considering the need for ‘out of box thinking’ which has least conventional military imprints, the modern SOF have a unique system of lateral intake of civilians direct into their SF.

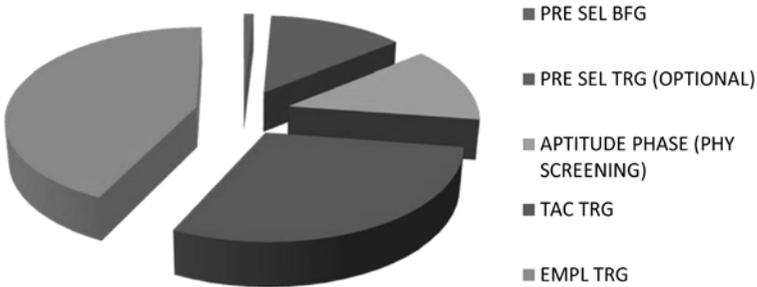
69. **Responsibility of Selection & Basic SF Training.**

The responsibility of selection, training (both basic and advance) and insome cases R&D is that of SF training institutes. This single point selection and training results in transparent and impartial system which is devoid of biases. The other major advantages are firstly, the state of art training structures are available or can be created at a single location. Secondly, the training is gradual, continued and in a phased manner and thirdly, it is conducted under the tutelage of most experienced SF instructors. While active SF units may have an advantage of selecting and training as per their requirement, however, limited availability of quality instructional staff, state of art infrastructure and operational commitments at short notices will invariably lead to disruptions and breakdown of training schedule and negates the few advantages accrued.

70. **Breakdown of Selection cum Initial Training.** The subject wise breakdown of the UK SAS & US SFG selection system is shown below:-



## SAS SEL SYS



71. The following issues emerge from the diagrams above:-

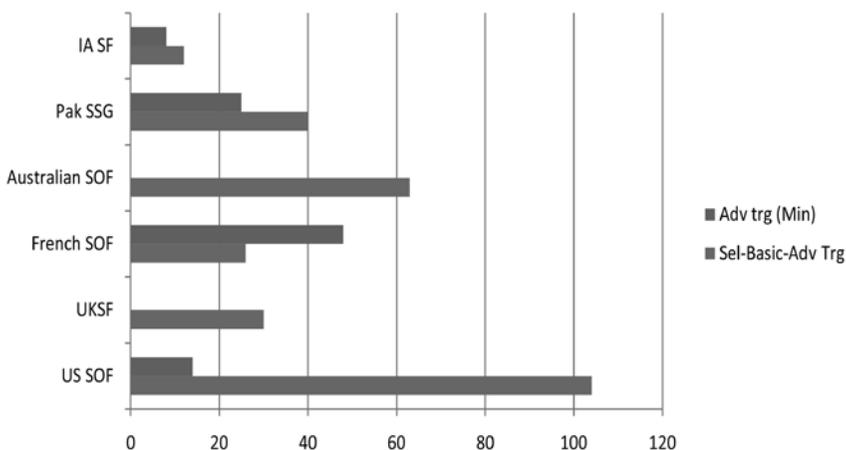
(a) **Physical Training**. The basis of selection for modern SOF is based on the premise that physical conditioning is a **pre requisite and not the sole purpose of the selection**. Where ever possible pre selection cadres (SFPC prior to SFAS of US, preparatory aptitude cadre at SENTA by UKSF, conduct of SAS Infantry Skill Courses for non infantry volunteers at Infantry School, Brecon, Mountain Leaders' training Course for SAS volunteers) are organized by SOF to assist the volunteers in their preparation for selection. While initial screening process basically focuses on physical aptitude the prolonged selection process is based on imparting SF skills. After the screening phase physical training becomes an inherent part and not a separate field in the **selection cum basic training**.

(b) **SF Tactics & Skill Training**. As is evident from the diagrams above, the selection and basic SF training is one continued process in which screening is done at each phase of the training. This system of selection and training ensures that physical and professional skill requirement are both balanced and are met through a single process. The 'stand alone' system of initially selecting a person based on physical

aptitude and thereby training him in skills at other establishment after his selection is a process more suitable for commando forces and not the SOF where skill training is of paramount importance.

(c) **Language & Cultural Training.** This forms one of the essential parts of SF training and assumes more importance in case of regionally focused SOF. The analysis of modern SOF reveals that firstly, volunteer candidates having previous knowledge of any foreign language are preferred and secondly, during the selection cum basic training phase the importance of language and cultural training is rated second only to tactics and skill training.

72. **Duration.** The transformation from a volunteer candidate to a highly skilled SF operator is long and arduous where considerable duration is required to train him in various aspects of SF training. The duration of SF basic training generally ranges from minimum nine months (Pakistan SSG) to nearly two to three years (French/Australian SOF). Comparison of training duration of making of an SF operator in various armies is as follows:-



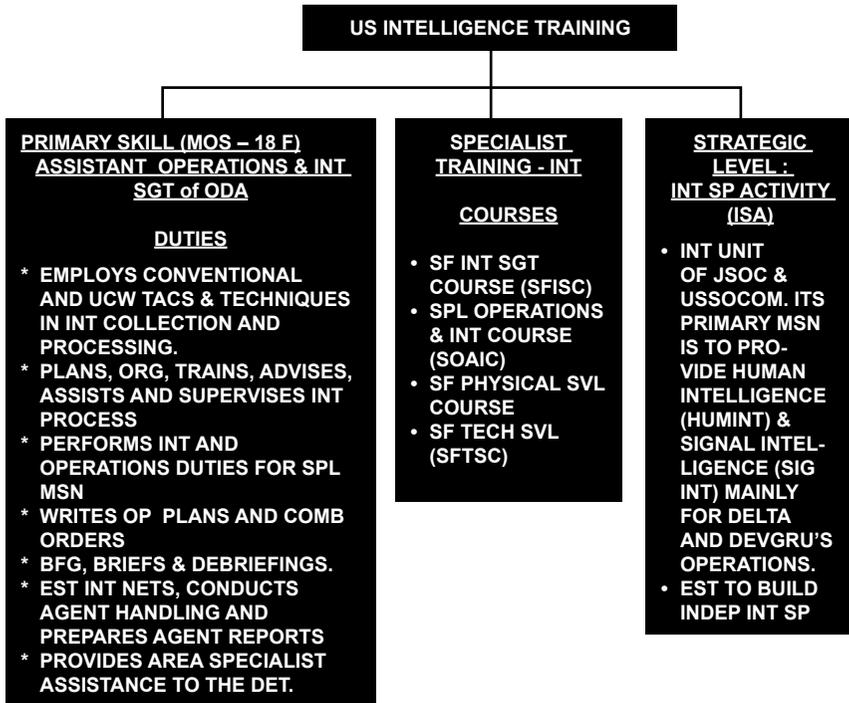
73. **Advance Training Skills**. Corresponding to the duration of selection cum basic training, the duration of advance skill training is also large thereby implying the vastness in training syllabus of a particular skill and its practical applicability.

74. **Feeder SOF units**. The SF units have no role to play during the selection of the volunteers. These units are provided with fully trained SF operator after completion of section and basic training.

75. **SF Training Institutes**. The basis of creating separate SF training institutes is to provide unique training which is neither catered nor feasible in any other training institute of the armed forces. These institutes form part of SF command structure and not the regular training structure since its role and purpose is in variation to conventional training ethos. Due to this variation the SOF training institute has to design its own selection procedures, formulate training modules and also be the prime mover for research and development in the field of unconventional warfare. To cite few examples, JFKSWC is not part of US TRADOC but that of US SOCCOM. Similarly, specialist training of UK is under Dir SAS and the French CTA is part of French Army SF Command and SSG training Centre of Pakistan is under SSG HQs.

76. **Int Training**. The modern SOF int training is pitched at both micro as well as macro level. At micro this particular aspect is inculcated as one of the primary skills and it gets further enhanced by incorporating it in the form of specialized courses to augment the understanding of int and its applicability at functional level. Correspondingly, at the macro or strategic level there are tier-I strategic int units like Int Support Activity (ISA) of US, Special Recce Regt (SRR) of UK and 13<sup>rd</sup> of France. These units form the backbone of providing strategic intelligence at the highest level for conduct of SO. This dual approach of creating 'int awareness' and embedding it as an

essential component of SOF training provides cutting edge to SO capability. To illustrate the point, the US SOF int training module is reproduced below:-



77. **Urban Training.** The importance of urban warfare lies in the fact that population statistics and the world wide migration trend from agrarian to industrialized societies predict that 85 percent of the world’s population will reside in urbanized areas by the year 2025. As the world trend towards urbanization increases, the military significance of cities will also correspondingly increase. History is also a testimony to the fact that armies accrue maximum casualties while fighting in built up areas (FIBUA), this fact is more applicable to the SF as their major involvement remains in urban areas.

78. The modern SOF approach to urban warfare training is two fold. Firstly, it is either in the form of institutionalized urban warfare training like the US or it is conducted in form of delegated training like the European SOF. The US SOF have structured their urban warfare training in form of a proper course like the Advance Urban Combat Course (SF AUC) at JFKSWC, Fort Bragg. The course provides extensive training in urban combat by imparting theoretical knowledge and practice. The European or the Australian system of urban warfare training for their SOF is designed as such where the training sqn/ detachment rotates at urban training areas like Adaptive Training Area (CTA), France or the Hollsworthy Barracks, Australia to practice their skills. Both the practices have one common essential requirement which is availability of a centralized 'state of art' infrastructure. These structures include village replicas, shooting ranges - indoors and outdoors, mock rooms, buildings, offices etc are extremely expensive to create and have an equal cost of maintenance and therefore cannot be replicated at each unit level. The cost of such training structures can be judged from the fact that CTA, France provides urban warfare training facility to entire European SOF including SAS.

79. **Foreign training.** Afghanistan, Iraq, Syria have driven a point home that in such situations coalition is the way of fighting and among coalition forces the SOF as a rule paves the way. Though coalition wars do provide the necessary strength and wherewithal for fighting such emerging conflicts, however, there is an essential need to acquire high degree of understanding and coordination among coalition forces to achieve desired results. This aspect has led to emergence of new trends of training jointly with partner/ host countries. Such joint training provides necessary exposure for collective functioning, provides opportunities to function under various operational conditions provides insight into other contraries SOF functioning and above all is a mean to carry out

introspection of own drills, procedures and gives opportunities for refinement. The importance given to joint training can be gauged through following examples :-

(a) **Joint Training Australia**. The Australian SOF carry out following joint exercises in a training year :-

Countries	Name of Ex	Countries	Name of Ex
US	➤ EMERALD WARRIOR	FRANCE	BASTILLE BRUMBY
	➤ EX TALISMAN SABER	JORDAN	DAWN BURQA DUSK BURQA
	➤ EX DAWN EAGLE HRT	W - AFRICA	FLINTLOCK
	➤ EX BRONZE TALON	MALAYSIA	NIGHT TIGER
	➤ 1 SFG EX	SINGAPORE	NIGHT LION STAR LION
	➤ EX WITH NSWC	JAPAN	DAWN SAMURAI DUSK SAMURAI
	➤ EX LANTERN ACTION	THAILAND	DAWN PANTHER DUSK PANTHER
	➤ 75TH RANGER EXCH	PHILLIPINES	EX BALIKATAN
	➤ EX FLASH ACTION	INDONESIA	DUSK MAGPIE DAWN MAGPIE
		PAPUA NEW GUINEA	NIGHT NAIP
		INDIA	AUSTRALIAN
	CANADA	➤ CANSOFCOM MED ➤ SKI MTN CSE ➤ CSOR EMBED ➤ CSOR	
UK	➤ 22 SAS DCD ENGT ➤ ICE FLIP		

NEW ZEALAND	➤ KIWI BLACK		
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(b) **US Army SF Training** :- The itinerary of one year of US SOF engagement (2013) was as follows<sup>[30]</sup> :-

- (i) **Mar** - Navy SEALs conducted joint training exercises with Indonesian frogmen. Also JFKSWC hosted a week-long working group with top planners from the Centro de Adiestramiento de las Fuerzas Especiales–Mexico’s Special Warfare Center–to aid them in developing their own SF doctrine.
- (ii) **April - May** - US SOF personnel joined members of the Malawi Defense Forces for Exercise Epic Guardian. Over three weeks, 1,000 troops engaged in marksmanship, small unit tactics, close quarters combat training, and other activities across three countries–**Djibouti, Malawi, and the Seychelles.**
- (iii) **May** - American special operators took part in Spring Storm, the **Estonian** military’s largest annual training exercise. That same month, members of the **Peruvian** and US SOF engaged in joint training missions aimed at trading tactics and improving their ability to conduct joint operations.
- (iv) **July**, Green Berets from the Army’s 20th SFG spent several weeks in **Trinidad and Tobago** working with members of the tiny nation’s Special Naval Unit and Special Forces Operation Detachment.
- (v) **September**, according to media reports, US

SOF joined elite troops from 10 Association of Southeast Asian Nations member countries—**Indonesia, Malaysia, the Philippines, Singapore, Thailand, Brunei, Vietnam, Laos, Myanmar and Cambodia**—as well as their counterparts from **Australia, New Zealand, Japan, South Korea, China, India, and Russia** for a US-Indonesian joint-funded counterterrorism exercise held at a training center in Sentul, West Java. Also, In Sep, SOCOM established an International SOF Coordination Center that provides long-term residencies for senior-level black operations liaisons from around the world. Already, representatives from 10 nations had joined the command with around 24 more slated to come on board in the next 12-18 months.

(vi) **October**, members of the Norwegian SOF traveled to SOCOM's state-of-the-art Wargame Center at its headquarters on MacDill Air Force Base in Florida to refine crisis response procedures for hostage rescue operations.

(c) **Pak SSG Joint Training**<sup>[22]</sup>

(i) **Ataturk Series**. SSG conducts regular (bi-annual) exercises with the Turkish SF which have been designated as the «ATATURK» series. The first of these exercises were held in December 1998. The Turkish force usually include 21 officers and 14 NCO's. Second exercise of this series was held in November 2000, while ATATURK-III concluded in September 2002.

(ii) **Inspired Venture Series**. During the 1980s and then into the 1990s, SSG held many similar training exs with US SOF called "Inspired

Venture”. These exercises are/were usually held during the early months of Jan and Feb with approx 150 US SOF troops. The exercises were focused on weapon familiarization, mountain-warfare along with tactics, raids and ambushes, and eventually airborne operations.

(iii) **Joint Exercise With PLA, China** The SSG also conducts exercises with Chinese SOGs. These joint excersises generally range between eight to ten days and are called the Pakistan-China Joint Exercise Friendship-2006.

(iv) **Other Armies**. SSG also reportedly trains with the Jordanian Royal SF and Iranian Quds Force and conducts training for SF of other Middle Eastern countries at Cherat.

80. The analysis of various countries joint training schedules highlights the following issues:-

- (a) **Intensity of Joint Training**. Every country has expanded its joint operating ventures extensively.
- (b) **'At Par' Training**. The joint training is among forces of different countries having similar roles and tasks. This to expand the learning quotient and learn from best practises followed by each other. To cite an example, whenever the British SAS trains with US than its training is restricted to Tier I force like the Delta Force or SEAL Team 6. These elements are unlikely to train with Rangers or AB forces for the simple reason that they have different roles and task. Hence it is essential training be conducted among forces having similar role and task.

## **PART VI : RECOMMENDATIONS FOR CONDUCT OF SF TRAINING**

81. **SF Training**. The SF training and its institutions should evolve in following core SF issues :-

- (a) SF selection and basic Skill training.
- (b) Advance and Super specialization training
- (c) R& D in following aspects :-
  - (i) Trials of weapons and equipment required for SF
  - (ii) Refinement of doctrines and tactics of the SF and exploration of new SF techniques and drills.

82. **Recommendations for Selection & Basic Skill Training**. These are :-

- (a) **Single Point – Institution Process**. The SF selection and basic training should be conducted by a single institute. If multiple agencies are involved for conduct of selection they are likely to create repetition which will invariably lead to duplicity of efforts. As brought out earlier, SF selection and training requires dedicated manpower, plethora of qualified instructors and above all a state of art infrastructure. Such requirements of manpower and infrastructure can neither be made available nor created at each SF unit level as it would not be economically viable both in terms of manpower or finances. Hence two institutions approach to selection and basic skill training will always remain below desired level and diluted in standards as basic requisites for conduct will invariably remain deficient. Moreover, subscriber being the selector is against the ethos of impartial selection. **In view of the**

**ongoing it is recommended that the selection and basic skill training of SF should be a responsibility of training institute as it happens to be one of its core functions.**

- (b) **Refinement in Selection process.** The selection process for SF is not merely a selection; it is inculcation into a totally new kind of warfare to which a volunteer is exposed to. This warfare demands a combination of two basic attributes, physical fitness and skill proficiency. Both of these cannot be viewed in isolation. Instead of delegating these two major essentials to multiple agencies where one carries out physical screening while the other basic skill training needs to be amended. Both these training aspects need to be amalgamated to form one single system under one institution.
- (c) This single point selection and basic skill training is also necessitated by the fact that physical fitness assumes importance during initial stages of admittance to the selection programme and thereafter during the 'skill training' phase it blends as a necessity. Both these essentialities have to be viewed in unison and not in isolation. This **Selection cum Basic Skill Training** process screens volunteer candidates at each phase of training which not only ensures equal importance to each phase of selection but also provides a comprehensively screened, trained and tested end product.
- (d) **Duration of Selection Process.** As mentioned earlier, the SF have a unique way of functioning which follows altogether different operating procedures and different tactics of which the volunteer candidate has limited or no previous exposure. It is almost like commencement of basic recruit training all over again. There are no fast track procedures of making of an SF operator.

Considering the vastness of each skill subjects and duration required to master its applicability it is **recommended that a holistic review of duration of selection and basic skill training be carried out.**

(e) **Language & Cultural training.** Since SF is a force which is theatre specific but also caters for 'all around employment' it is essential that due weightage be given to language and cultural skills. The recommended proficiency which needs to be attained during Basic skill stage should be equivalent that of Language level III certification.

(f) **Rethink on Navigation as a Primary Skill.** While all skills qualify as a 'necessity', however, navigation as a primary skill is debatable. To shortlist a primary skill of an SF operator it is essential to distinguish between an organizational characteristic, trait and an acquired individual skill. Navigation and its associated essential components like recce and svl (less target designation) is a mainstay of training which is imbibed not only as an SF operator but is also an essential part of soldiering. It is a similar trait or a characteristic of soldiering like stealth, survival, or even escape and evasion. **If at all navigation merits additional emphasis its training can be formulated under 'specialized skills' by conducting of courses like Recce, Svl & Target Designation (RSTD).**

(g) On the other hand the vastness and utmost essentiality of learning and mastering the int cycle of requirement, collection, processing, analyzing, dissemination and action compels int as a primary skill which needs to be acquired both at an individual as well as at the organizational level. **The other recommendation is that if still navigation is considered an essential requirement than the strength of the squad should**

**be increased accordingly with an addition of an intelligence operator.**

**83. Recommendations for Conduct of Advance & Special Skill Training.** The responsibility of conduct of Advance training is a prime function of a SF training school. The aim of having advance courses are twofold, firstly it peaks individual skill proficiency to the highest level and secondly, it trains or provides a platform for a sub unit of SF to ensure a coordinated functioning by rehearsing and practicing its drills and procedures for the designated role. SF training institute needs to develop this dual proficiency in training at an individual as well as at a collective level. The recommended measures are :-

- (a) **Duration of Advance Skill Training.** As brought out earlier the advance & special skill training of modern SOF is of prolonged duration. The reason for such longevity is firstly, it takes considerable period to achieve mastery over a particular skill set. Secondly, other than application of these skills as an operational utility there is also an organizational requirement of creativity, innovations and adaptations at doctrinal and conceptual level which forms the bedrock of unconventional warfare. To reach that level of complete understanding and be able to further exploit its potential by experimenting and exploring requires a substantial period. **It is recommended that like basic skill training, the advance and specialist training period be enhanced and syllabus be revised accordingly.** The culmination of this training should lead to a level where an individual SF operator can embark on an innovative path thereafter.
- (b) **Capability Building in Special Skills.** SF operatability extends across the three realms of nature - ground, air and water. While associated services of the armed forces

are incorporated where ever required, however it is of utmost importance that the SF of the Army develops its own independent special skill capabilities. The reason for such self reliance is to build and enhance not only independent operational sustainability but also develop capability which caters for the peculiar requirements of SO undertaken by Army SF. The recommended fields of capability building could be :-

(i) **Air Skill Training.** The proficiency in imparting air skill training could be as follows :

S/No	Skill Training
1.	Basic CFF
2.	Advance CFF
3.	Tandem CFF
4.	Bundle Jump
5.	Paramotor/ Paragliding
6.	STIE/Helocasting

(ii) **Combat UW Diving.** The proficiency desired in UW diving could be :-

S/No	Skill Training
1.	Basic Combat UW
2.	Advance Combat UW
3.	Diver Propulsion Vehicle (DPV)

(iii) **Martial Arts Course.** The recommended levels of proficiency should be such that martial arts training is imparted at all levels – during selection and basic skill training, advance levels training and a specialist level for select few who have been recommended at both the previous level to gain ultimate expertise abroad.

(iv) **Language & Culture Training.** The suggested level of training is as follows :-

S/No	Level of training	Proficiency
1.	Basic SF Skill Training	Language level III
2.	Advance level Skill Training	Language Level I
3.	Long Language Course	Complete Command of the Language

(c) **Urban Warfare Training.** It is a known fact that be it conventional or otherwise, FIBUA are the most complex operations. As utility of urban warfare is equally pronounced both in conventional as well CI/CT operations, hence its training needs to be given due importance. This training has to be pitched at both the levels, institutionalized as well as decentralized level where sub units can practice and rehearse independently for development of their own techniques.

(d) **Combat R&D.** The requirement of R&D has been amply discussed during the course of the paper and it needs no further amplification. R&D has to be incorporated in two major issues, one in conceptualizing and developing doctrinal issues of unconventional warfare and providing a denovo pererspective to tactics and operating methodology of SOF, and secondly, in more precise fields like upgradations, modifications, innovations of weapons and equipment of SOF. It would be recalled that the ‘flash bang’ grenades innovated by 22 SAS R&D teams during storming of the Iranian embassy in the 70’s revolutionized the concept of building intervention which is even relevant today.

(e) **Foreign training.** As brought out in the analysis, foreign training is an important facet of SF training. It is a fast track procedure for getting an insight into the drills and tactics of the foreign SF organizations which

have evolved after vast operational experience gained post Afghanistan, Iran and Syria conflicts. It also helps immensely in upgrading and fine tuning our own drills and procedures short listing the requirement of weapons and equipment. Foreign trainings, courses and joint excersises can only be of use if there a set up within training institution which studies various operational involvement of friendly foreign armies and adversaries, tabulates own requirement and than proposes the kind of training and with whom it should be conducted. **It is recommended that a separate foreign cell be created at SF training institute.**

### Conclusion

84. The paper endeavors to link the necessity of enhancing operational efficiency and formulating a futuristic training methodology which will avoid unwise continuity of oudated and outlived practises. It is also equally important to ensure not to induce abandonment of operational lessons learnt and adhoc innovations adopted in practice by not instutionalising them in our training system. While financial constraints do deaccelerate the envisioned growth, however endeavor must be made to push the 'desirables' further even if it is at smaller scale. Some of the SOF capabilities warrant further investment of time or resources to ensure they are refined to perform better in the future. And some ongoing training gaps, if not addressed, represent a risk to future mission success while some of those gaps can be remedied by improving inter forces coordination. The SF must encash where it finds while training with foreign armies where they are better suited, equipped or trained as long the end result of training and learning leads to own operational success. To conclude the mission statement of CIA formulated by Lt Gen James Dolittle holds good for the Special Forces too:

**“It is now clear that we are facing an implacable enemy whose avowed objective is world domination by whatever means and at whatever cost. There are no rules in such game. We must learn to subvert, sabotage and destroy our enemies by more clever, more sophisticated and more effective methods than those used against us”**

### **END NOTES**

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