

Joint IAFIE Europe & IAFIE Global Annual Conference

“Enhancing Intelligence Competencies for a New World of Threats”

Co-organised by the Ciberimaginario Research Group of the University Rey Juan Carlos

Program Final 7 September 2025

Tuesday, 9 September 2025

0830 - 0900	<i>Welcome coffee and registration</i>
0900 - 0945	<p>Opening remarks by academic and institutional authorities (Salón de Actos)</p> <p>Abraham Duarte, Rector, University Rey Juan Carlos Rubén Arcos, Associate Professor, University Rey Juan Carlos Irena Chiru, Chair, IAFIE Europe Katherine Pherson, President, IAFIE Global Luis García Terán, Secretary General of Spain's National Intelligence Centre (CNI)</p>
0945 - 1045	<p>Keynote on Intelligence Studies: A Short History of the Past and Future (Salón de Actos)</p> <p>Jan Goldman, Professor, The Citadel, Keynote Irena Chiru, Professor MVNIA, Moderator</p>
1045 - 1100	<i>Coffee Break</i>
1100 - 1200	<p>Keynote on European Cooperation in Intelligence: The European Union Satellite Centre (Salón de Actos)</p> <p>Rear Admiral Louis Tillier, Director, European Union Satellite Centre (SatCen) Rubén Arcos, Associate Professor URJC, Moderator</p>
1200 1300	<i>Lunch</i>



Universidad
Rey Juan Carlos



1300 - 1430	<p>Panel #1 (Room H126)</p> <p>Integrated Approaches in Intelligence Studies: Positionality, Diplomacy, and Hybrid Threats</p> <p>Chair: Petri Uusikylä Discussant: Frederic Baron</p> <ul style="list-style-type: none">• Brooke Shannon “Exploring Positionality Across Cultures in Security and Intelligence Training Environments”• Gerard Ribé “Bridging Intelligence and Diplomacy: Chartering the future of EU Cooperation and Culture”• Kamil Mikulski “Hybrid Threats Systemic Response Models – a comparison of Finland, Iceland, and Estonia”• Raluca Luțai “Intelligence Beyond the Military Halls: Civilian Intelligence Education in Romania• Dafna Lewinsky “Characterize Salafi-Jihadi Communication on Hidden Networks - Darknet and Telegram”	<p>Panel #2 (Room H213)</p> <p>Rethinking How We Analyse, Validate, and Act</p> <p>Chair: Chris Jagger Discussant: Cristina Ivan</p> <ul style="list-style-type: none">• Frank Danesy “Validating the Five-Factor Model of Insider Espionage”• Artur Gruszczak “Let’s Call Aristotle! The Protocolarization Matrix as a Tool for Intelligence Analysis”• Anastasios-Nikolaos Kanellopoulos, Anthony Ioannidis, “Leveraging Structured Methodologies to Enhance Intelligence Operations in the Shipping Industry”• Răzvan Grigorescu “The role of Value Chain Analysis in Achieving Sustainable Competitive Advantage in the Automotive Industry”• Daniel Malmgren, Mats Dahl, Tobbe Petterson, “Judging Loyalty: A Noise Audit in Swedish Protective Security Vetting Interviews”
1430 1445	<p><i>Coffee Break</i></p>	



1445 - 1600	<p>Panel #3 (Room H126)</p> <p>Intelligence Education in Transition: Pedagogies, Identities, and Innovation</p> <p>Chair: Alexander Fotescu Discussant: Aleksandra Bielska</p> <ul style="list-style-type: none"> • Dalene Duvenage “Do we Create Career-ready Graduates? A Professional Identity Formation Approach to Intelligence Education” • Niklas Roszbach “The implications of the AI digital transition for the education and training of intelligence analysts – from practice to principles” • Charles W. Russo and Matthew Loux “State and Local Law Enforcement and Higher Education’s Contribution to their Intelligence Function” • Cristian Condrut “A Quasi-Experimental Approach for Cyberintelligence Analysis Education” • Jonathan Smith “Student Professionalization in Intelligence Education – A Cross-National Perspective” 	<p>Panel #4 (Room H213)</p> <p>Keeping Intelligence Relevant: Great Power Competition, Geopolitics, Strategic Autonomy and Homeland Security</p> <p>Chair: James Ramsay Discussant: Sofia Tzamarelou</p> <ul style="list-style-type: none"> • Aaron Edwards “The Strategic Utility of HUMINT in an Era of Great Power Competition” • S. Özgür Uğurdan “The Increasing Importance of Intelligence Services in the Management of Geopolitical Crises on the Basis of Intelligence Diplomacy and in the Case of MIT with the End of the Post-Cold War Period” • John Nomikos “European Union Intelligence Service (EUIS): Is it necessary for a European Army?” • William Costanza “Attack Against the Homeland: Behavioral Case Study of al-Qaida Terrorist Zacarias Moussaoui” • Andrew Macpherson, Adrian Hänni, Tony Ingesson, Omar Nagi “Espionage without Alliances? Rethinking Intelligence in Neutral States”
1600 - 1630	<p>Interactive Poster Session</p> <ul style="list-style-type: none"> • Rafael Moreno “How OSINT and SIGINT intelligence gathering methods can prepare to stay both competitive and relevant at scale as the internet shifts’ towards the ‘Web 3.0’ in an increasingly multipolar world” • Dalene Duvenage “Curriculum design for Professional Identity Formation” • Marina Alonso-Villota, Rubén Arcos, Rudy Milani “Analysing a System of Non-State Actors through multilayer diachronic networks” • George-Bogdan Păușescu “The use of artificial intelligence in intelligence organizations” 	

Wednesday, 10 September 2025

0830
0900

Welcome coffee

0900
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1030

**Intelligence College in Europe (ICE) Spotlight:
European Intelligence Services' Intelligence Academies and Training Schools** (Salón de Actos)

Chair: [François Fischer](#), Director of the Permanent Secretariat, Intelligence College in Europe
[Juan José Pérez](#) (Spain), [Gordan Akrap](#) (Croatia), [Bjørn Grønning](#) (Norway),
[Cristina Ivan & Irena Chiru](#) (Romania), [Niklas H. Roszbach](#) (Sweden).

1030
1045

Coffee Break

1045
-
1200

Panel #5 (Room H126)

Intelligence practices in comparative perspective

Chair: Andrés de Castro
Discussant: Dalene Duvenage

- [Caterina Vergano](#) "Intelligence-led policing in comparative perspective: Lessons from the UK, Germany and France"
- [Sofia Tzamarelou](#) "Legacy and Readiness: Rethinking Targeting and Recruitment in intelligence services since democratic transition"
- [Gareth Jones](#) "Enhancing Intelligence Strategies in Europe: Integrating Cultural Perspectives, Addressing Far-Right Resurgence, and Adapting to Shifting Migratory Demographics for Security Resilience"
- [Frederic Baron](#) "Advancing Normative Intelligence Studies"

Panel #6 (Room H213)

Mapping Intelligence in Emerging Threat Spaces

Chair: Tony Ingesson
Discussant: Cristian Condrut

- [Vira Ratsiborynska](#) "NATO in its multidomain operations: Reflections on NATO's cognitive domain and cognitive superiority"
- [Merve Önenli Güven](#) "Addressing Hybrid Threats from a Strategic Intelligence Perspective in the Development of Tools for Counterterrorism Measures"
- [Kelly W. Sundberg](#) "Algorithmic Immersion Radicalization (AIR): Intelligence-Led Responses to Grievance-Based Violence in the Age of Algorithmic Extremism"
- [John Comiskey](#), [Alex Vargas](#), [Thomas Carey](#) "Transnational Criminal Organizations 2.0 and A Rapidly Evolving Threat Landscape"

1200 1300	Lunch	
1300 - 1430	<p>Panel #7 (Room H126)</p> <p>Framing Reality in Intelligence: From Historical Disputes to AI Simulation and OSINT Influence</p> <p>Chair: Kamil Mikulski Discussant: Kevin Riehle</p> <ul style="list-style-type: none"> • Tony Ingesson “The Substance: a Story of Nerve-Agent Antidotes, U.S. Copying of Warsaw Pact Technology and an Attempt to Discredit the CIA” • Carol Choksy “OSINT Influence Operations: Deception, Lasswell, and Shannon” • Roberto Flores “LeaderOracle: A Specialized Large Language Model for Simulating Decision-Making in National Security Contexts” • Avner Barnea ““ Hamas is Deterred” as Wishful Thinking: An Analysis of Hamas’s Attack on Israel, on October 7” • Andrew MacPherson & Theodore Katzman “Dragon on a Tightrope: Intelligence and the CCP’s Balancing Act for Regime Stability” 	<p>IntelSim Workshop (Room H213)</p> <p>Robin Lobb and Richard Boyd</p> <ul style="list-style-type: none"> • Three lightning talks • A live Demo of IntelSim • Real Spy Comics samples • An interactive discussion on educational integration and ethical implications of simulation-based IC training

1430 1445	<i>Coffee Break</i>	
1445 - 1600	<p>Roundtable #1 (Room H126)</p> <p>Russian Influence Operations and Disinformation Targeting the Collective West</p> <p>Chair: Olga Bertelsen & Robin Lobb Participants: Robin Lobb, Anton Shekhovtsov, Olga Bertelsen</p>	<p>Roundtable #2 (Room H213)</p> <p>Achieving a High Quality Analytic Product</p> <p>Chairs: John Pyrik & Katherine Pherson Participants: Jeffrey Bishop, Jeremy Levin, Jim Poole, John Wayne Ross, Aleksandra Bielska</p>
1600 1615	<i>Convening in Salon de Actos for the Awards</i>	
1615 - 1700	<p>IAFIE Awards (Salón de Actos)</p> <p>Instructor of the Year Award</p> <p>Randy Pherson Award for Advancing Analytic Tradecraft</p> <p>Lifetime Achievement Award</p>	
19:30	Departure to Gala Dinner at Restaurant El Rana Verde	

Thursday, 11 September 2025

0830
0900

Welcome coffee

0900
-
1000

European Intelligence Education and Culture(s): An Intelligence College in Europe Spotlight Event (Salón de Actos)

Participants: [Artur Gruszczak](#), [Irena Chiru](#), [Rubén Arcos](#), [Cristina Ivan](#)

1000
-
1100

Authors & Editors Roundtable (Salón de Actos)

Chair: [William C. Spracher](#)

Participants: [William Costanza](#), [Netanel Flamer](#), [Jan Goldman](#),
[Katherine Pherson](#), [Kevin Riehle](#), [James D. Ramsay](#)

Roundtable #4 (Room H213)

Future Challenges to HUMINT Collection and Analysis

Chair: [Aaron Edwards](#)

Participants: [Jeremy Levin](#), [Ian Stanier](#), [Freddy Murstad](#)

1100
1115

Coffee Break

1115 - 1215	<p>Advancing the Intelligence Profession: Integrating Public Health and Other Wicked Problems into Educational Standards for Strategic Foresight and Resilience (Presentation followed by Discussion) (Room H126)</p> <p>Chair: James D. Ramsay Participants: Robin Lobb, Terrence M. O’Sullivan; Keith Cozine & Jeff Corkill “Global On-line Learning Exchange (GOLE) as a tool for developing counterterrorism strategies across cultures”</p>	<p>Panel #8</p> <p>Operational intelligence capabilities and modelling for enhancing intelligence effectiveness (Room H213)</p> <p>Chair: Vira Ratsiborynska Discussant: Alexander Fotescu</p> <ul style="list-style-type: none"> • Steven Storey, “The 3i Model as an Intelligence Capability Toolkit” • Kiril Avramov and Adam Hanzel, “Ladders of Escalation” Flexible Modelling in Comparative Cases: Lessons from the State-Sponsored Post-Soviet Targeted Killings” • Mohamed Elnasri, “Politicization of Intelligence, Police and Criminal justice as stubborn Obstacle for New Democracies in Africa – The Sudan Case Study” • Netanel Flamer, “Redefining the Concept of Intelligence Superiority: Hamas’s Attack on Israel on October 7, 2023 as a Case Study” • Andrew MacPherson & Jonathan Davis “Watches the World? Introducing the National Intelligence Dataset”
1215 - 1230	<p>Closing Remarks & IAFIE 2026 Conferences announcement (Salón de Actos)</p>	
1230 1330	<p><i>Lunch</i></p>	
1330 - 1530	<p>IAFIE Business Meeting</p>	