

ROMANIA  
ROMANIAN INTELLIGENCE SERVICE  
"MIHAI VITEAZUL" NATIONAL INTELLIGENCE ACADEMY  
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**“MIHAI VITEAZUL”  
NATIONAL INTELLIGENCE ACADEMY  
OPERATIONAL PLAN  
FOR 2026**

Approved at the ANIMV Senate meeting on March 25, 2026  
– Bucharest, 2026 –

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## PREAMBLE

The purpose of *“Mihai Viteazul” National Intelligence Academy’s (ANIMV) Operational Plan for the year 2026* is implementing the *ANIMV’s Multiannual Strategic Plan for Institutional Development for the period 2025–2029*, by establishing actions, programs, and projects upon whose completion depends the achievement of the strategic objectives set for the reference period.

*ANIMV’s Multiannual Strategic Plan for Institutional Development for the period 2025–2029* is structured into four main sections, of which *Section 4. Strategic Directions and Objectives* is organized into five strategic directions (*4.1. Education and Professional Training, 4.2. Scientific Research, 4.3. Quality – Excellence – Ethics, 4.4. Human Resources, 4.5. Administration and Services*), each direction having specific objectives. To facilitate the identification of the actions, programs, and projects proposed in this *Operational Plan*, the numbering used for the directions, objectives, and activities included in the *Multiannual Strategic Plan* is retained accordingly.

This document is published on the Academy’s website, and the academic community and ANIMV stakeholders are responsible for contributing to the implementation of the plan.

Planned actions, programs, and projects to achieve the strategic objective	Responsible parties	Deadline
<b>4.1. EDUCATION AND PROFESSIONAL TRAINING</b>		
<b>4.1.1. Ensuring an education and professional training process tailored to the needs of the Romanian Intelligence Service (SRI) and of the beneficiary institutions within the System of Defense, Public Order, and National Security (SNAOPSN)</b>		
<i>4.1.1.1. Providing academic and vocational training according to the needs of SRI and beneficiary institutions within SNAOPSN</i>		
Involving nationally recognized experts in the development of academic and vocational training programs to ensure the optimal integration of graduates into the professional environment.	Directors of university departments	2026
Submission of the ANIMV's approved enrollment quotas for the 2026–2027 academic year to the Ministry of Education and Research (MEC).	ANIMV Chief Registrar	January 15, 2026
Evaluating and revising the curricula for undergraduate and professional master's degree programs in consultation with the primary beneficiaries.	Deans, Head of the Quality Assurance Office (BAC)	March 31, 2026
Developing curricula for non-university training programs, in consultation with the main beneficiaries.	Deans	March 31, 2026
Establishing and operationalizing ANIMV's own university archive repository.	ANIMV Chief Registrar	March 31, 2026
Updating the education and vocational training policies in order to ensure compatibility with the needs of SRI.	Head of the Educational Management Office (BME)	March 31, 2026
Diversifying the portfolio of study and professional development programs in accordance with the needs of SRI and beneficiary institutions within SNAOPSN.	Deans, directors of university departments	May 31, 2026
Collecting and analyzing feedback from graduates and employers regarding the study and vocational training programs.	Head of Distance Education Department (DID), Head of BAC	2026
Drafting the framework document for planning the education and professional training process within SRI.	BME Head	September 30, 2026
Approval of ANIMV enrollment quotas and placement in the SRI through military and civilian institutions of higher education for the 2027–2028 academic year.	BME Head	October 15, 2026
Registration of military students enrolled to meet SRI needs within civilian higher education institutions.	ANIMV Chief Registrar	October 31, 2026
<i>4.1.1.2. Increasing access to non-university training programs for SRI employees</i>		
Evaluation and drafting of proposals for the implementation of non-university training programs in e-learning or blended-learning formats.	Deans, directors of university departments	March 31, 2026
Developing the internal educational platform through which non-university training programs are provided in e-learning or blended-learning formats.	Head of DID, Head of National Center for Modeling and Simulation in Intelligence (CNMSI)	2026

Planned actions, programs, and projects to achieve the strategic objective	Responsible parties	Deadline
<i>4.1.1.3. Coordination of Internships within SRI Units</i>		
Updating to the Methodological Norms on the Conduct of Specialized Internships at the SRI and at ANIMV's internship partners.	BME Head	July 1, 2026
Entering into partnership agreements with the universities of origin of students interested in completing internships at SRI facilities.	ANIMV Chief Registrar	whenever the case
Signing framework agreements for internships and issuing documents certifying the results of students' internship activities.	Faculties Chief Registrars	according to the schedule of activities
Organizing internships for military students enrolled in other higher education institutions and registered with ANIMV.	ANIMV Chief Registrar	March and June -July 2026
Presenting the internship offer within SRI units and the conditions for attending these internships in 2027.	ANIMV Chief Registrar	November 30, 2026
<b>4.1.2. Ensuring a research-based education</b>		
<i>4.1.2.1. Curriculum development aligned with scientific research in the field</i>		
Strengthening cooperation with the NATO HUMINT Centre of Excellence in Oradea on projects related to HUMINT issues.	Deans	2026
<b>4.1.3. Development of doctoral and postdoctoral studies</b>		
<i>4.1.3.1. Development of doctoral and postdoctoral study programs</i>		
Periodic assessment of compliance with specific performance criteria and critical performance indicators applicable to doctoral and postdoctoral studies at the national level.	Director of the Council for Doctoral University Studies (CSUD), Director of Doctoral School (SD)	Semesterly
<b>4.1.4. Strengthening the institution's knowledge provider position in national and international partnerships</b>		
<i>4.1.4.1. Strengthening collaboration within national partnerships</i>		
Updating, as appropriate, the collaboration agreements on initial and continuing vocational training, concluded with SNAOPSN institutions.	ANIMV Chief Registrar	According to deadlines of agreements
<i>4.1.4.2. Strengthening collaboration within international partnerships</i>		
Active participation, including through training programs, as well as the promotion of outreach activities within academic cooperation platforms and relevant educational associations operating in the European and transatlantic spheres: The College of Intelligence in Europe, the European College of Security and Defense, the International Association for Intelligence Education, the International Studies Association, etc.	CSUD Director, Deans, DS Director, INSI Director	2026

Planned actions, programs, and projects to achieve the strategic objective	Responsible parties	Deadline
Developing international collaborations and partnerships, including all specific components of doctoral and postdoctoral study programs (organizing and attending European and international scientific events and training programs, inviting lecturers from abroad, involving them in doctoral advisory and public defense of doctoral thesis committees).	CSUD Director, Deans, SD Director, INSI Director	2026
Ensuring international mobility programs for students and teaching staff by strengthening existing partnerships and establishing new ones with universities which provide competitive educational programs in the field of security and intelligence studies, as well as in complementary fields of study.	CSUD Director, Deans, SD Director, ANIMV Chief Registrar	2026
<b>4.2. SCIENTIFIC RESEARCH</b>		
<b>4.2.1. ANIMV – leading national and European contributor to scientific research in security and intelligence studies</b>		
<i>4.2.1.1. Maintaining the upward trend in involvement in national and European research projects with international impact, as well as increasing the visibility of research results</i>		
Increasing the number of research projects participating in competitions and of those accepted for funding, as well as of scientific events organized by ANIMV with impact at regional and European level, and of the number of scientific publications accepted in international databases and/ or prestigious national and international publishers.	CSUD Director, Deans, SD Director, INSI Director	2026
<i>4.2.1.2. Encouraging academic excellence and increasing scientific research visibility</i>		
Developing mechanisms to promote innovations and publications relevant to the field of reference within the ANIMV academic community.	Deans, SD Director, INSI Director	2026
<b>4.2.2. Ensuring necessary conditions for the integration of scientific research results into the university curriculum</b>		
<i>4.2.2.1. Strengthening cooperation between ANIMV research and teaching structures</i>		
Strengthening expertise and fostering innovation in the educational process, including through the integration of interactive teaching methods piloted within ANIMV’s scientific research projects.	Deans, SD Director, INSI Director	2026
<i>4.2.2.2. Integrating scientific researchers into faculty teaching activities</i>		
Involving scientific researchers in the process of updating curricula and learning content, including through involvement of interdepartmental teams to conduct comparative/benchmarking studies (as required) and integrate the results obtained.	Deans, INSI Director	On the update of curricula
<b>4.2.3. Ensuring alignment of scientific research activities to SRI necessities</b>		
<i>4.2.3.1. Enhancing cooperation between ANIMV and SRI units</i>		
Identifying the scientific knowledge needs of SRI units that benefit from scientific research outputs.	CSUD Director, SD Director, INSI Director	2026
Developing a new “ANIMV Strategy for Research, Development, and Scientific Innovation, 2027–2031.”	CSUD Director, SD Director, INSI Director	2026

Planned actions, programs, and projects to achieve the strategic objective	Responsible parties	Deadline
<i>4.2.3.2. Encouraging student participation in research activities and student scientific conferences</i>		
Promoting the research deliverables produced by ANIMV students through regular publication.	Deans	2026
Identification of student training topics aligned with ANIMV research projects.	Deans	2026
Organizing of the <i>ANISTUD</i> student conference.	Deans	May 30, 2026
Organizing the international conference for doctoral students, “Intelligence and Security Culture” (ICS).	CSUD Director, SD Director	June 30, 2026
Publishing the print edition and posting online the <i>Romanian Intelligence Studies Review/RISR</i> (2 issues per year).	RISR Editorial board	June 30 / December 31, 2026
Publishing the print edition and posting online the <i>Bulletin of Linguistic and Intercultural Studies/BSLI</i> ” (2 issues per year).	BSLI Editorial board	June 30 / December 31, 2026
Publishing the print edition and posting online the <i>INTELLSTUD—The Student Journal of Security and Intelligence Studies</i> (2 issues per year).	INTELLSTUD Editorial board	June 30 / December 31, 2026
<b>4.3. QUALITY – EXCELLENCE - ETHICS</b>		
<b>4.3.1. Ensuring compliance with education quality standards and developing a culture of quality within ANIMV</b>		
<i>4.3.1.1. Strengthening the quality management system</i>		
Updating the strategies, regulations, methodologies, and reporting procedures specific to the implementation of academic and professional training programs in accordance with the provisions of the Law of higher education No. 199/2023, with subsequent amendments and completions, subsequent normative acts, and SRI-specific internal regulations.	Chairman of the Commission for Evaluation and Quality Assurance (CEAC), BAC Head, BME Head	Whenever the case
Updating information in the National Register of Qualifications in Higher Education and the National Register of Postgraduate Programs regarding study and professional training programs.	BAC Head	Whenever the case
Regularly informing the staff involved in the educational process on the existing quality standards.	BAC Head	Whenever the case
Monitoring the implementation of the <i>Action Plan for implementing the recommendations proposed by ARACIS and HCERES following the institutional external evaluation.</i>	BAC Head	Monthly
Continuously adapting admission criteria and the methods used to assess compliance therewith to the profile of applicants and the objectives of ANIMV, with a view to improving the quality of admitted students.	Deans, ANIMV Chief Registrar	6 months before admission

Planned actions, programs, and projects to achieve the strategic objective	Responsible parties	Deadline
Reporting annual statistical data on students and graduates, staff employed and material resources, at the request of MEC (ANS Platform), the National Institute of Statistics of Romania (e-SOP Platform), as well as UEFISCDI (the new <i>Single National Reporting Platform in Higher Education - PNRUIS</i> ).	BME Head	March 31, 2026 December 31, 2026
The registration of the new professional master's program for promoting a security culture in civil society, "Hybrid Threats and Strategic Resilience," in the National Register of Qualifications in Higher Education.	FSI Dean, BAC Head	April 30, 2026
Accreditation of the "Security Studies" master's degree program, which will enable the establishment of new professional master's programs.	FSI Dean, BAC Head	December 31, 2026
Conducting periodic external evaluations to maintain accreditation of the doctoral program "Intelligence and National Security."	DS Director, BAC Head	December 31, 2026
Conducting the periodic external evaluation to maintain accreditation of the master's program "Intelligence and National Security."	Deans, BAC Head	December 31, 2026
Conducting comparative analyses (benchmarking) to establish a set of internal benchmarks, both qualitative and quantitative, regarding quality at the institutional level.	CEAC Chairman, BAC Head	September 30, 2026
Issuing academic transcripts for graduates of university degree programs.	Head of the Academic Records Office	in accordance with legal deadlines
<i>4.3.1.2. Developing mechanisms for collecting feedback on the quality of the study programs and the teaching staff's activity</i>		
Updating feedback questionnaires and streamlining the process of collecting feedback from students, trainees, graduates, and employers.	CEAC Chairman, BAC Head	Whenever the case
Applying questionnaires and collecting feedback from students/trainees/graduates, and employers.	DID Head	2026
Interpreting the collected feedback into reports that can be used to improve educational effectiveness.	BAC Head	2026
Analyzing the feedback, preparing statistical reports, submitting them to ANIMV management, and implementing the necessary measures.	Rector, Deans	Semesterly
Calculating the individual average scores of tenured and associate faculty members based on student/trainee feedback and submitting these scores for the faculty evaluation process.	BAC Head	December 15, 2026

<b>Planned actions, programs, and projects to achieve the strategic objective</b>	<b>Responsible parties</b>	<b>Deadline</b>
<b>4.3.2. Focusing educational processes on the needs of students/trainees</b>		
<i>4.3.2.1. Adapting teaching tradecraft to the particular characteristics of new generations</i>		
Organizing workshops to leverage innovative teaching methods in ANIMV educational activities.	Deans, CNMSI Head	Quarterly
Analyzing the optimal way to deliver the study programs/the subjects in ANIMV's portfolio.	Deans	Semesterly
Monitoring the implementation of the provisions of the ANIMV <i>Code of Student Rights and Responsibilities</i> .	University Senate, Deans, BAC Head	2026
<i>4.3.2.2. Personal development of ANIMV students and trainees</i>		
Involving ANIMV staff, as well as students and trainees, in the organizing and conducting of sports or cultural and artistic activities.	Deans, CCOC Coordinator	2026
Ensuring an upward trend in the number of users of the ANIMV Central Library's resources.	Deans, Central Library Head	2026
<b>4.3.3. Ensuring an ethical framework aligned with the regulatory framework and best practices in the field</b>		
<i>4.3.3.1. Ensuring awareness of ethical and professional standards</i>		
Organizing seminars or symposiums on topics related to ethics and professional conduct.	Chairman of University Ethics Commission (CEU)	2026
Organizing training sessions on the use of software for identifying similarity coefficients and on how to use verification reports.	Chairman of CEU	2026
<i>4.3.3.2. Ensuring the proper functioning of the University Ethics Commission</i>		
Operationalizing and ensuring the activity of the research ethics subcommittee, ensuring the regulatory framework necessary for its functioning and the effectiveness of the decisions made.	Chairman of CEU	2026
<b>4.4. HUMAN RESOURCE</b>		
<b>4.4.1. Continuing the recruitment and selection processes</b>		
<i>4.4.1.1. Recruiting teaching and research staff</i>		
Updating the procedures for recruiting university teaching staff, intelligence instructors and scientific researchers for the positions open to competition.	Deans, DS Director, INSI Director, ANIMV Chief Registrar	July 31, 2026

Planned actions, programs, and projects to achieve the strategic objective	Responsible parties	Deadline
<i>4.4.1.2. Selection of teaching and research staff, including associate teaching staff</i>		
Filling vacant teaching and research positions through selection processes with personnel who have proper professional training and moral integrity.	Deans, INSI Director, ANIMV Chief Registrar	Semesterly, according to methodologies into force
Establishing and consolidating the SRI expert pool as visiting associate faculty for strictly specialized disciplines or course sequences.	Deans, Human Resources Department	2026
<b>4.4.2. Professional development of the teaching and research staff</b>		
<i>4.4.2.1. Personalization of the career path of the teaching and research staff</i>		
Validating Individual career plans of the teaching and research staff, considering personal ambitions and institutional needs, in compliance with policies to support and ensure the quality of human resources at academic and scientific level.	Deans	2026
Regularly assessing the professional competence of the teaching and research staff in relation to individual career plans and established performance indicators.	Deans	2026
<i>4.4.2.2. Development of teaching and research staff skills</i>		
Participation of the teaching and research staff in documentation internships at SRI.	Heads of university departments	Semesterly
Participation of the teaching staff in training/development courses for psycho-pedagogical skills.	Deans	December 31, 2026
Working meetings on topics related to ensuring the quality of education and compliance with national standards.	BAC Head	Whenever the case
Organizing training sessions for updating and strengthening the digital skills of teaching staff.	CNMSI Head	2026
Increasing the collection of reference publications within ANIMV's Central Library, by developing the three collections: "Intelligence and Security Studies", "International Relations", and "Culture and Civilization".	Head of the Central Library	2026

Planned actions, programs, and projects to achieve the strategic objective	Responsible parties	Deadline
<b>4.4.3. Team building and consolidation</b>		
<i>4.4.3.1. Developing the managerial skills of decision-making staff</i>		
Ensuring the managerial training of decision-making staff.	Commandant (Rector), Deputy Commandant	according to the training series schedule
<b>4.4.4. Adopting and integrating the culture of sustainable development and innovation</b>		
<i>4.4.4.1. Promoting, adopting, and integrating the culture of sustainable development and innovation</i>		
Implementing the objectives set out in the Action Plan for the "National strategy for preventing and countering antisemitism, xenophobia, radicalization, and hate speech 2024-2027"	Deans, ANIMV Chief Registrar, Heads of support structures	2026
Stimulating innovation within the ANIMV academic community through workshops and internal projects.	Deans, CNMSI Head	December 31, 2026
<b>4.4.5. Developing the digital skills of ANIMV staff</b>		
<i>4.4.5.1. Developing the digital skills of ANIMV staff</i>		
Organizing training sessions to develop the digital skills of the teaching and research staff, as well as of the administrative support staff, in compliance with the progress of ANIMV's digitalization process.	CNMSI Head	2026
<b>4.4.6. Increasing professional satisfaction in the workplace</b>		
<i>4.4.6.2. Ensuring a stimulating work environment</i>		
Organizing the annual thematic convention aimed at strengthening the cohesion of the academic community.	Commandant (Rector)	September 2026
<b>4.5. ADMINISTRATION AND SERVICES</b>		
<b>4.5.1. Securing financial, logistical, and technological resources</b>		
<i>4.5.1.3. Ensuring appropriate conditions for training, housing, equipment, meals, transportation, and work for members of the academic community</i>		
Continuation of maintenance and repair work on building structures, machinery, equipment, and installations; implementation of the energy efficiency project; and modernization of real estate infrastructure through investment projects and other initiatives.	Administrative Director, Heads of Logistics Departments	December 31, 2026

Planned actions, programs, and projects to achieve the strategic objective	Responsible parties	Deadline
<b>4.5.2. Digitization of education, research, and administrative support processes</b>		
<i>4.5.2.1. Continuing the digital transition process</i>		
Updating strategic documents related to digitization.	Deputy Commandant	2026
<b>4.5.3. Communication, public information, and sustainable cooperation</b>		
<i>4.5.3.1. Ensuring public transparency of ANIMV</i>		
Developing and implementing the GDPR policy at ANIMV level.	Head of the Communication Department	June 30, 2026
<i>4.5.3.2. Ensuring optimal public visibility of ANIMV</i>		
<i>4.5.3.3. Creating the ANIMV alumni network</i>		
Creating an alumni network involved in the educational or research projects of ANIMV.	Commandant (Rector), Deputy Commandant	December 31, 2026