

Chapter 3

Recruiting 1 on 1

The advantage of the 1 on 1 approach:

- This approach will refine the person completely.
- It creates a relationship between the recruiter and the candidate to prepare the candidate to take action.
- The recruiter can follow up on the progress of the candidate and on the instructions he receives.
- The recruiter can also make a more precise assessment of the candidate.
- The recruiter can respond to the doubts which the candidate might have.
- The recruiter will be able to talk about his cause seriously at the proper time.
- The recruiter can guide the candidate step by step and can personalize his approach to the individual.
- With a 1 on 1 approach, the recruiter may convey the truth about the cause to the candidate, which has been distorted by the media.
- It is a safe way to recruit and to create cells or squads.
- It can be done by anyone, anywhere, at any time and does not require a lot of resources.
- The recruiter will have more influence on the candidate.

Factors helping with the recruitment:

- A close follow-up of the relationship with the candidate
- A deep knowledge of the cause, the recruiter should be able to answer the questions that the candidate asks, to take away any doubts and to teach him about the cause.
- Knowing the candidate's personality to personalize the approach
- Step by step in recruiting. The recruiter should not try to change the candidate in a sudden manner. If the candidate changes very fast without having negative effects, then be it. The recruiter should go according to the candidate's pace.
- Following up. The candidate's motivation may go down, he might have doubts but the recruiter should always be observing the state of the candidate to take on the problems as they appear.
- Finding a good environment for the candidate. The recruiter should bring the candidate to an environment where his will for the cause will be increased. If the recruiter cannot find such

environment, he should give the candidate books, documentaries to support the candidate.

- Giving no consideration to the candidate's previous life. The recruiter should not remind the candidate's previous behavior or judge him for that.

Types of people who should not be recruited:

The cowards: Someone who is scared to talk about politics. He will fear the oppressors. He does not like people who act. This type of person will not take action and is not useful for the cause.

The excessively talkative: This type of person likes to talk and likes to be the center of attention. This type of person does not mind his own business either and ask a lot of questions. This person will become a danger for the group.

The person who has hostile ideas towards those who act: This type of person will never do any action and may prevent others from taking action.

The ungenerous: This person will not self-sacrifice or spend time and money for the cause.

The loner: He does not have many friends and does not try to form relationships. He does not have any opinions on anything.

Recruitment stages

First stage: Getting acquainted and choosing the candidate

At this stage, the recruiter must look around and think who could join the cause and is not in the 5 unwanted categories.

Criteria to choose the candidate:

- Basic morals: This person should be courageous, honest, positive, helpful, ready to commit to a cause, etc.
- Share similar ideals: This person is open to new ideas and share similar ideals
- Leadership potential: People listen when this person talks and has influence on others around him.
- Closeness: How close the recruiter is from that person. Someone the person can relate to the

candidate.

- Stability: How stable the person's life is: financial stability, emotional stability, etc. If the person has an unstable life but fits the other criteria, this person can still be recruited.

To find the right candidate, the recruiter must evaluate each person with these criteria and select the best two persons to start the recruiting process.

Second stage: Approaching the candidate

This stage should last up to 3 weeks. It is done with daily interactions and weekly interactions.

There are many ways to interact on a daily basis. The recruiter could work on a common project, call him or text him daily. For weekly interactions, the recruiter can hang out with the candidate, he can help him out when the candidate needs help, to get to know him by listening to his stories, invite him for lunch, etc.

At this stage, the recruiter should begin talking about topics related to the cause. The recruiter will try to promote his cause to the candidate. If this stage is successful then the recruiter can move to the next one.

This stage is useful to know about the candidate's concerns, interests and relationship with others, how he spends his days. It also serves to evaluate that person, if he is trustworthy, if he can keep a secret, etc.

To evaluate the relationship between the recruiter and the candidate, here are a few questions that can be useful:

- Is the candidate eager to see the recruiter?
- Does the candidate talk about private affairs with the recruiter?
- Does he follow the recruiter's instructions?
- Has the recruiter gotten closer to the candidate?
- Does he respect and accept the recruiter's advice?

To evaluate the candidate, the recruiter could use these questions:

- Does the recruiter know how the candidate spends his time?
- Does the recruiter know who he associates with?
- Does the recruiter know his strong points and weak points?

The recruiter should evaluate if the candidate is the right pick to support the cause.

The third stage: The awakening

This stage is a never ending one but to bring the candidate to the cause, it should take up to 2 months.

This stage is to open the mind of the candidate to actively support the cause and to support its will to act.

Before this stage, the recruiter should:

- Always clarify and explains the values of the cause and encourage the candidate to do good deeds.
- Vary the means of the awakening
- Get to know his good morals and praise them in front of the candidate
- Not require perfection and push the candidate step by step.

The recruiter should ask himself these questions to make sure he is the right person for this stage:

- Do you practice what you preach?
- Do you strive to better serve the cause?
- Do you review the material you are giving to the candidate before giving it to him?
- Do you make sure that you keep contact with the candidate at least every week?

At this stage, the recruiter should indoctrinate the candidate with the values supported by the cause. The recruiter should also push the candidate to get more into the cause and push the candidate to adopt good morals.

There are many ways to do this:

- Going to event related to the cause together
- Eating together with other people who share the same values
- Talking about current events and explain the situation by using a narrative that promotes the cause
- Doing good deeds with the candidate: feeding the poor or help people with disabilities or any other good deeds.

- Giving books that support the cause
- Talking about the virtues of people fighting for the cause

At this stage, the recruiter should not show the candidate any videos of fighters unless he has a high level of commitment to the cause. During this stage, the recruiter should answer any doubts that the candidate has. If there is a question about current events talked in the media, the recruiter should answer from the cause's perspective.

If at this stage the candidate desires to take action for the cause, the recruiter should move to the next stage.

The recruiter should ask himself these questions to make sure he is ready for the next stage:

- Did you use more than one way to indoctrinate or many of them?
- Did you listen to him more than you spoke?
- Did you make him feel that both of you benefited from the relationship?
- Did you check for specific sources before answering to a doubtful question?
- Were you a role model for him?
- Did you choose the appropriate location and time to discuss certain subjects?

The recruiter should ask himself these questions to make sure the candidate is ready for the next stage:

- Did he glorify the cause in his speech?
- Did a positive change happen in his morals and speech?
- Does he long to act to support the cause?
- Does he show admiration for the fighters who support the cause?

The fourth stage: Planting concepts

This stage should last around 2 months. This is the stage where there is a heavy indoctrination of the candidate. This is where the recruiter will provide books, links to forums and videos that promote the cause. The recruiter will push the candidate to spread propaganda online in a secure manner.

This stage is over when the candidate wishes to become a fighter for the cause. The candidate also wishes to read more books and request more information about fighting.

At this stage, the recruiter must make sure that the candidate wants to fight for the cause and not simply because he has seen some injustice in the news or in a documentary.

The recruiter should ask himself these questions to make sure this stage is a success:

- Were the concepts of your cause mentioned to the candidate?
- Does he respect and admire the fighters supporting the cause?
- Has the cause influenced his speech and relationships?
- Has he recognized that fighting is the way to support the cause?
- Has his knowledge of the cause made him a better person with better morals?

The candidate must satisfy these 5 questions to go to the next step. The recruiter can take as much time as possible until all the questions have a positive answer.

The final stage: The integration in a cell.

During this stage, the candidate will be convinced of the most important concepts of the cause and have a real desire to fight. The recruiter will openly talk about fighting. The recruiter will convince the candidate that fighting is possible. The recruiter will also be preparing the candidate for action and integrate him in a cell.

Background checks

Doing a background check on prospects is mandatory to make sure they are the right persons for the cause and to prevent infiltration from the enemy. Everything about the person who wants to join the cause should be known. If after doing the verifications there is still doubt on the mind of the member doing the background check, he can also do surveillance on the prospect. The member must be suspicious of someone coming to him to join the group. It is much better if the member is the one approaching the prospects.

If after doing the background check, the prospect is really who they are and they have the potential to be a member, the member doing the background checks must destroy all the information he gathered on the prospect to avoid it falling in the wrong hands. The member must not inform the prospect that a background check was done since this could offend him and he could feel that his loyalty was challenged.

To do a decent background check the member needs to find the following information on the prospect:

- Birthday
- Education
- Employment
- Foreign travel
- Finance
- Residence
- Criminal history
- Social media accounts
- Family and relatives
- Associates
- Allegiance to the cause
- Character and temperament (emotional, mental, personality, personal conduct)
- Vices (Drugs, alcohol, gambling, sexual behaviors)
- Hobbies

Vulnerabilities: After doing the background check, the member needs to determine the vulnerabilities of the candidate. If the candidate represents a high risk, the member should not consider him for the organization. One of the main reasons for treason is for monetary motives. If the candidate has problems with alcohol/drugs or gambling, he may have problems with his finance. If the candidate has serious debts, he may be tempted to become an informant for money. If the candidate is uncontrollable, he should also be not considered for the organization.

Informants: Informants are people hired by the security forces to provide information on the cell. They are a major threat to a clandestine cell and it is important to the strategies and techniques of the security forces in that matter.

How informants get recruited

- Walk-in: A disenchanted member of the organization, someone who thinks the group is too radical or that he was offended by other members of the group.
- Tip-Offs: Someone outside the group overhears someone of the group talking about operational activities. That person informs the security forces. The security forces then persuade the member of the organization to become an informant.
- Dealmakers: A member who was arrested and is facing charges. The member makes a deal with the security forces to give information about the group for a reduced sentence.
- Direct recruitment: The security forces look for vulnerabilities about a known member of the group and then use the vulnerabilities to pressure the member to become an informant.
- Recruitment of relatives: The security forces may use threats about a job security or the children to pressure relatives to become informants or to make the relatives put pressure on the member of the organization to become one.

Strategies against undercover agents

- Compartmentalizing the information. Only giving information on a need-to-know basis
- Never intimidating or mistreating a member of the organization
- If a member has doubts about certain activities, he must not be involved in them. If a member is not ready to commit, he should be cut off from the group but the relationships other members had with him should remain friendly to keep their loyalty and the bond that was created with him.
- If a member feels pressure from the security forces, the activities should be reduced until the pressure goes down.
- Members who are contacted by the security forces should report it to the leader of the cell
- Remembering that if a member is arrested under unrelated criminal charges, they may be vulnerable to make a deal with the security forces
- The members should not have contact with the criminal world, this world is full of informants
- The members must not recruit mentally unstable members
- A background check should be done on every member

Exposing undercover agents

Baiting: Providing fake incriminating information to the suspected undercover agent only. Providing information about an operation that the enemy cannot resist reacting to it. It could be the location of incriminating items or the time and location of an operation. If the security forces react appropriately to the information given, then it confirms that the member is indeed an undercover agent. This method can be used at the same time on many members as long as different information is provided to each member and that the results of the baiting can be monitored.

Other tips: if the security forces have information on the cell. The cell leader should conduct an investigation on who had access to such information to see if there is a mole in the cell or if the information was mismanaged or if there is a security breach in the cell's security protocol. The leader should be suspicious of anyone who suddenly distances himself from the cell at this point.

Ways to spot undercover agents:

- They seek information that they "don't need-to-know."
- They try to make other members say incriminating statements
- They cast suspicion on others without any basis. This is to keep the attention off of them.
- They have shallow knowledge related to the cause
- They pressure members to act
- They show signs of nervousness
- They disappear to make phone calls or meet people
- They mention the real names of people when you use their alias or refer to them indirectly.
- They initiate conversation about operational matters
- They bring the conversation to operational activities when the conversation is about something else
- They request detailed information (e.g. names, times, dates, locations, etc.) when they don't need to know the information
- They volunteer to be in position where they could gather information like a leadership position
- They act differently which each member to charm them.
- They express particularly radical or inflammatory ideas

Another trick used by the security forces is to get an informant already in the cell to introduce an infiltrator to the cell so the infiltrator is more easily accepted in the cell and then the informant distances himself from the cell with the infiltrator in place.

A trick used by undercover security forces agents is to assume the role of a writer, journalist or someone doing a documentary about the cell members' cause. The undercover agents can also pass themselves as defence attorneys. The leader should be suspicious of anyone coming to him for information, no matter who they are.

Undercover agents can also assume the role of a utility worker or phone company repairman to get access to the cell member's quarters. If anyone has access to the quarters of any member, it is easy to plant bugs or to conduct a search of the location. The identification of the worker should always be verified and a sweep of the location to find any listening devices or tampering evidence after the repairs are done is highly recommended.

The security forces will also recruit inmates to gather information on any cell member that is incarcerated.

Managing a member leaving the cell

If a member leaves the cell, action should be taken to prevent any security breach. Members must make a list of all the confidential information that the member who left knew, then make the information useless. If the member who left knew of the location of caches, the cache location should be moved. If the member knew about some operation, the operation should be abandoned. If the member knew some codewords, the codewords should be changed, etc. No information should be shared with the ex-member about any operational matters. The members must keep their relation with the member friendly to avoid him feeling resentment toward the cell or he may give information to the enemy as retaliation.