



Position Qualification for Intelligence and Information Sharing  
Law Enforcement Operations

## FUSION LIAISON OFFICER

<b>RESOURCE CATEGORY</b>	Law Enforcement Operations
<b>RESOURCE KIND</b>	Personnel
<b>OVERALL FUNCTION</b>	The Fusion Liaison Officer (FLO) serves as the conduit for the flow of homeland security and crime-related information between the field and a fusion center for assessment and analysis
<b>COMPOSITION AND ORDERING SPECIFICATIONS</b>	<ol style="list-style-type: none"> <li>1. This position can be ordered as a single resource.</li> <li>2. Discuss logistics for deploying this position, such as working conditions, length of deployment, security, lodging, transportation, and meals, prior to deployment</li> <li>3. Specify any request for a security clearance and indicate the desired level of clearance</li> <li>4. Identify requests for specific subject matter expertise when ordering (such as expertise on a specific threat, sector, or discipline)</li> </ol>

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	TYPE 1	TYPE 2	NOTES
<b>DESCRIPTION</b>	Same as Type 2, PLUS: The NIMS Type 1 FLO serves as the FLO Coordinator and: <ol style="list-style-type: none"> <li>1. Facilitates information exchange between FLOs and the fusion center</li> <li>2. Manages the FLO program for a fusion center</li> <li>3. Supervises and recruits FLOs within a particular area of responsibility</li> <li>4. Conducts FLO training</li> <li>5. Organizes regular FLO meetings</li> </ol>	The National Incident Management System (NIMS) Type 1 FLO can be from a wide variety of disciplines, may have various titles, such as Terrorism Liaison Officer, Intelligence Liaison Officer, or Field Intelligence Officer and: <ol style="list-style-type: none"> <li>1. Provides the fusion center with subject matter expertise</li> <li>2. Supports outreach, awareness, and training efforts</li> </ol>	Not Specified
<b>EDUCATION</b>	Not Specified	Not Specified	Not Specified



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COMPONENT	TYPE 1	TYPE 2	NOTES
<p><b>TRAINING</b></p>	<p>Same as Type 2, PLUS:</p> <ol style="list-style-type: none"> <li>1. Successful completion of specific training that the Agency Having Jurisdiction (AHJ) has approved for FLO Coordinators, Managers, or Supervisors</li> <li>2. Successful completion of at least 16 hours of a training program that the AHJ has approved and that includes specialized topics or subjects that are of particular relevance to the fusion center or geographic region</li> </ol>	<p>Completion of the following:</p> <ol style="list-style-type: none"> <li>1. IS-100: Introduction to the Incident Command System, ICS-100</li> <li>2. IS-200: Basic Incident Command System for Initial Response, ICS-200</li> <li>3. IS-700: National Incident Management System, An Introduction</li> <li>4. IS-800: National Response Framework, An Introduction</li> </ol> <p>Completion of at least eight additional hours of training on the following courses:</p> <ol style="list-style-type: none"> <li>1. Online Suspicious Activity Reporting (SAR) Training for Law Enforcement and Hometown Security Partners</li> <li>2. Overview of current domestic and international terrorism threats</li> <li>3. Overview of the intelligence cycle</li> <li>4. Overview of fusion centers and associated reporting, analysis, and dissemination processes</li> <li>5. Familiarity with the Nationwide SAR Initiative and the "If You See Something, Say Something" public awareness campaign</li> <li>6. Available intelligence databases, systems, and portals</li> <li>7. Overview of federal partner agencies/entities, including the Information Sharing Environment (ISE), Joint Terrorism Task Forces (JTTF), Federal Bureau of Investigation (FBI) Field Intelligence Groups (FIG), High Intensity Drug Trafficking Areas (HIDTA), Regional Information Sharing Systems (RISS) Centers, and the Terrorist Screening Center (TSC)</li> <li>8. Privacy line officer training</li> <li>9. Safeguarding Personally Identifiable Information (PII)</li> <li>10. First Amendment-protected events training</li> <li>11. Training on 28 CFR Part 23 Criminal Intelligence Systems Operating Policies</li> <li>12. Handling documents with sensitive or classified information,</li> <li>13. Processes to submit requests for information</li> <li>14. Local, state, regional, and Federal privacy laws (Continued)</li> </ol>	<p>Not Specified</p>
<p><b>TRAINING</b></p>		<p>(Continued) and policies</p> <ol style="list-style-type: none"> <li>15. Cultural awareness and community outreach and engagement</li> </ol>	



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COMPONENT	TYPE 1	TYPE 2	NOTES
<b>EXPERIENCE</b>	Same as Type 2, PLUS: Experience: 1. Managing a network of FLOs across a specific jurisdiction, to include oversight of tracking methods to assist with managing FLO activities 2. Recruiting, training, and marketing a network of FLOs across a specific jurisdiction	Knowledge, Skills, and Abilities: 1. Working knowledge of fusion center concepts, intelligence and fusion cycles, criminal and terrorist trends, indicators and warnings, information collection and dissemination restrictions, and privacy protections and policies 2. Collects information from home agency sources and obtains information from the fusion center for distribution to specific agency contacts 3. Knowledge of home agency policies, mission, and purpose 4. Fulfills roles and responsibilities associated with the FLO program 5. Identifies and reports indicators associated with the Nationwide SAR Initiative (NSI) effort 6. Understands legal, privacy, ethical, and security issues relating to the sharing and safeguarding of information and intelligence	Not Specified
<b>PHYSICAL/MEDICAL FITNESS</b>	Same as Type 2	Moderate	The NIMS Guideline for the National Qualification System (NQS) defines Physical/Medical Fitness levels for NIMS positions.
<b>CURRENCY</b>	Same as Type 2	1. Functions in this position during an operational incident, planned event, exercise, drill, or simulation at least once every two years 2. Background checks as applicable law permits or requires 3. Completion of a Non-Disclosure Agreement as the AHJ determines	Provider must carry out and use any background checks as applicable law specifies. This may include a background check completed within past 12 months; sex-offender registry check; and a local, state, and national criminal history.
<b>PROFESSIONAL AND TECHNICAL LICENSES AND CERTIFICATIONS</b>	AHJ endorsement as a FLO Coordinator	Not Specified	Not Specified



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## NOTES

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Nationally typed resources represent the minimum criteria for the associated category.

## REFERENCES

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1. FEMA, National Incident Management System (NIMS), October 2017
2. FEMA, NIMS Guideline for the National Qualification System, November 2017
3. Federal Bureau of Investigation (FBI) Law Enforcement Bulletin, Terrorism Liaison Officer Training, January 2013
4. United States Department of Homeland Security and United States Department of Justice, Fusion Process Technical Assistance Program and Services, National Fusion Liaison Officer Program Workshop After-Action Report, August 2012
5. United States Department of Homeland Security and United States Department of Justice, Establishing a Fusion Liaison Officer Program: Development and Implementation Considerations, August 2010
6. United States Department of Justice, 28 Code of Federal Regulations (CFR) Part 23, Criminal Intelligence Systems Operating Policies
7. United States Department of Homeland Security, Fusion Liaison Officer (FLO) Coordinator Best Practices Specialized Analytic Seminar After-Action Report, April 2017