



Interoperability competence model¹

Interoperability is the basis for successful cooperation in an international context. The competency model describes four levels of development and highlights the skills, attitudes and framework conditions required for effective cooperation. It serves as a practical orientation framework for training and development.

Level 3: Integrated

Full integration into multinational teams, fluent communication, application of common standards and procedures, high intercultural competence.

Actions are taken as a unit: there is a shared foundation of values and understanding, characterised by a high level of intercultural competence and complete mutual trust. Processes and structures are fully shared and integrated, and standards and procedures are applied uniformly. The resources and systems are fully compatible from a technical standpoint and are shared, enabling seamless and effective cooperation at all levels.

Level 2: Compatible

Ability to actively collaborate, use common procedures, basic language skills and cultural sensitivity.

Coordinated interaction is possible: there is a common basic understanding, mutual trust, basic language skills and cultural sensitivity. Processes and structures are coordinated and comparable, and common procedures are used. The resources and systems used are partially compatible, and interfaces for cooperation exist, even if complete integration has not been achieved.

Level 1: Deconflicted

Basic understanding of multinational processes, ability to operate in shared spaces, but without active coordination.

Common goals are pursued, but actions are largely independent: there is a basic understanding of processes, but little trust and different ways of thinking. Structures and processes are separate; coordination and consultation are minimal. The resources and systems used are not compatible and are not shared, which means that genuine cooperation is largely absent.

Level 0: Not interoperable

Little or no knowledge of international procedures, no language skills, no ability to cooperate with partners.

No joint action possible: there is a lack of common understanding, mutual trust and basic language skills. There are no coordinated procedures, structures or processes. The resources and systems used are not compatible, making cooperation impossible.

¹ This competency model is based on the guidelines set out in AJP-01 "Allied Joint Doctrine" on interoperability and the memorandum "Terms of International Cooperation" issued by AGIK V on 24 July 2023. It also considers the technical, procedural and mental dimensions of interoperability.