

ANALYSIS OF ANTHROPOLOGICAL CHARACTERISTICS IMPORTANT FOR PERFORMANCE OF ASSIGNMENTS BY VIP CLOSE PROTECTION TEAMS

Moratić Zlatko, Admir Hadžikadunić, Jasmin Ahić

Abstract

Members of security services only begin to get trained for the assignments ahead of them after they have completed their basic training and entered the parent unit. This refers to the members of services for protection of persons and facilities of special importance. Joining the said services represents the beginning of specialist training and adoption of new tactics and techniques, which are used in this demanding business, thus profiling and filtering the people for the performance of special assignments in the VIP Close Protection team. The goal of this Paper is to present necessary anthropological characteristics important for the performance of general and specific assignments of the members of the VIP Close Protection teams before and after joining the service. For the purpose of this paper, an expert analysis was carried out which involved 24 experts in the field of close protection from the region and Europe. These experts have been the members of VIP protection services for minimum 5 years, and have occupied all positions in the close protection team. In this expert analysis, there have also been evaluated the necessary anthropological characteristics of the VIP close protection teams working at the mid-level threat in compliance with the model most frequently used in the region and Europe, which involves the use of minimum two vehicles during the VIP security transportation in motor vehicles and mid-level number of agents. The results of this research indicate that it is more important to evaluate the characteristics of the close protection team members after their recruitment than prior to it. Conative characteristics and cognitive skills have proven to be the most important in the recruitment process. After the expert analysis of anthropological characteristics that were evaluated after the recruitment was conducted, they were found to be more important after the recruitment than before it.

Keywords: expert analysis, close protection, human potentials, VIP (very important person)

INTRODUCTION

With the rise in security threats and the manner of execution of terrorist attacks both in the region and throughout the world, the need for protection of persons and facilities of special importance imposes itself as one of the basic tasks of security services. The abbreviation used in professional literature is *VIP (very important person. Very Important Person* (hereinafter the VIP) is the abbreviation, which refers to a very important person, a head of state or government, i.e. other senior political official, senior military commander, i.e. another person of special importance to whom special treatment is provided for a special reason. Sometime, abbreviation **VVIP, Very, Very Important Person** is used in order to emphasize the importance of that person in relation to other VIPs. This abbreviation is most commonly used when marking seats or holding a larger number of VIPs in one place, in order to determine the persons' level of importance at the given time, in accordance with the global protocol standards, and is in principle rarely used. (Moratić i Ahić, 2015:21). There are special models that determine the size of protection team, number of agents, number of vehicles, logistical support, and overall planning of a protection operation, which is further classified by the level of threat for the VIP as follows: high level of threat which entails a larger number of agents and minimum three vehicles in formation (*high threat*), mid-level of threat, which entails a mid-level number of agents and minimum two vehicles (this is

the most frequently used threat level applied in Europe and BiH - *mid threat*); this threat level has been the subject of the mentioned expert analysis; and low level of threat, which entails a minimum number of agents and at least one vehicle (*low threat*).

The selection of human resources for the needs of security services whose primary task is the protection of persons and facilities of special importance is a serious and complex process, of which the major goal is to find an adequate way to provide a sufficient number of candidates among whom it is possible to select the ones best meeting the terms of reference and assignments, needed for the performance of everyday assignments of certain security services.

If there is awareness that people, with their interests, skills and knowledge represent the priority resource in police organization, it is clear why the human resource management in security services is one of the most important prerequisites for security services' efficiency and effectiveness. (Obradović, 2011). It is important to note that there exists no 100% protection (Rađenović, 2003). In the security structures whose basic task is the protection of VIPs, an unwritten rule applies that one who tries to protect everything and everybody will protect nothing and nobody. A carefully selected and trained close protection team can do only two things when it comes to the protection of VIPs and facilities of special importance, and they are as follows: to act pre-emptively and discourage

potential attackers with their appearance in public on daily basis (Korajlić i Dautbegović, 2012); due to the proper selection and training of the close protection team, to react in timely fashion and thus prompt the attackers to miss their target in the first attack (Moratić i Ahić, 2015).

It is known that mistakes in the selection of proper candidates in the services for protection of persons and facilities threaten the security of persons and facilities under protection. On the other hand, the said mistakes may have various adverse consequences for the very security service member, such as an increased possibility of injuries at work with potential long-term disability (Anderson, Plecas & Segger, 2001). The elements which are currently used in practice for police purposes and the initial classification of police officers are the degree of motor and functional abilities, individual's health (determined by the results of the previously conducted general medical examination), and degree of education. Functional-motor abilities provide for elementary safety in the selection of candidates for particular jobs, primarily in terms of the description of assignment they perform (Hadžikadunić, Šuvalija i Bajraktarević, 2013:109). According to Cochrane et al. (2003), there are several factors influencing the potential success or failure of candidates, which fact makes the agencies very concerned about the emotional or psychological adequacy of the candidates when recruiting them for the jobs of protection of persons and facilities. Taking into account the fact that throughout human history, the act of assassination was one of the main tools used to destroy states and their systems, it is logical that protection mechanisms to prevent it were also developed in this context.

It is close to impossible, or extremely hard, to predict any activity of any human being if there is no sufficient information about his/her important characteristics and abilities, such as biological-physiological and psychological characteristics, which is largely related to anthropological understanding of human peculiarities and the attempt to look at every human activity as a result of activation of a very complex, highly-organized bio-psychosocial system (Šoše i Rađo, 1998). This kind of metatheoretical approach can still offer certain solutions related to the selection of human resources and potentials for the purposes of performance of VIP protection-related jobs, since certain fields of anthropology do not have equally well developed procedures and methods for the evaluation of basic

latent dimensions¹ necessary for the performance of particular human activities, or such procedures are so demanding in terms of the time or economic cost of such measurements, that it is very hard to find sufficient data that provide an accurate enough insight in the realistic structure of latent dimensions required to perform a complex VIP protection job. The methods used in the selection of human resources and potentials required for the performance of a VIP protection job, were recognized in the distant past, however those selection procedures were based on practical experience. The first selection procedures based on scientific facts were conducted in the modern age, and they primarily refer to motor abilities², functional abilities³, anthropological⁴ and conative characteristics⁵, and specific skills and knowledge. The elements currently used in the selection of human resources for the needs of police, military and guards, and for initial classification are the degree of motor and functional abilities, individual's health (determined on the basis of the previously conducted general medical examination)

¹ In the field of kinesiology, we frequently notice phenomena, which are not directly measurable and require the application of the precisely defined methods, which help us get the data about truly important anthropological characteristics of individuals or groups of people.

² The term: motor abilities, mostly translated as physical abilities, appeared in the works of the physical education theoreticians at the end of XIX century and early XX century. In addition to "physical abilities", other terms were also used, such as "motion characteristics", "physical qualities", "motion qualities" etc. Since recently, the most frequently used term has been "motor abilities", which is, at least in experimental research, usually reduced to operationally defined latent dimensions derived from a system of measuring tools. (Šoše i Rađo, 1998).

³ The adaptation of organism as a whole to systematic physical loads is achieved with the increase of functional abilities of all individual organic systems, particularly the function of cardio-respiratory system. (Šoše i Rađo, 1998).

⁴ The dimensions and proportions of the body as a whole or its individual segments. Standard anthropometric dimensions include body height and mass, length of arms and legs, arm range, skin-fold thickness, volume and bone range of body segments. Certain human activities have a defined anthropometric profile (e.g. preferred body height) (Ostojčić, 2006).

⁵ For the personality characteristics which are included in the field of conative dimensions (in the broadest sense) of the anthropological space, it is very hard to find an accurate theoretical explanation, although they are simultaneously particularly important for the understanding and prediction of human behavior. It has become almost trivial to state that the realization of human's intellectual potential cannot be successful if a person as a whole is not emotionally stable, socially adapted and integrated. (Šoše i Rađo, 1998).

and degree of education. Functional-motor abilities provide for elementary safety in the selection of candidates for particular jobs, primarily in terms of the description of assignments they perform. The analysis of psychological and sociological characteristics, and intrinsic and extrinsic motivation to work in special-purpose services has been almost absolutely neglected. Through the activities in which they are engaged, people reach their goals under the influence of personal (intrinsic) and external (extrinsic) motivational factors, or they do not achieve them due to amotivation, which is of extreme importance for the police system. Assessment of psychological characteristics in the selection of human resources and potentials for special purposes is an assessment of work ability through a formal, specialized examination of a candidate, an officer, which results in objective evidence proving that a candidate is, or is not, able to perform a defined job safely and efficiently, and that his/her ability/disability may be caused by his/her psychological condition or impairment. The basic purpose of psychological assessment of candidates is to determine whether a candidate is able to safely and efficiently perform the most important duties within his or her job.

RESEARCH METHODOLOGY

The sample of examinees for the purpose of this research comprised 24 experts from the close protection field from the region and Europe, who volunteered to participate in this research. They all have minimum five years of experience of working in the field of VIP close protection, and they have all occupied all positions in the close protection team. The expert analysis was conducted on the basis of a questionnaire in which the questions were predefined, with a 5-degree scale, which served for the assessment of importance of anthropological characteristics of human potentials, defined as the factors of general characteristics (appearance, previous experience in close protection jobs, education, special skills and knowledge, communication); the examinees had the opportunity to assess, on the scale from 1 to 5, the importance of general characteristics needed when recruiting candidates. The

general characteristics of human potentials after the recruitment (OONPS), where the examinees had the opportunity to assess, on the scale from 1 to 5, the importance of general characteristics needed after the recruitment of candidates are as follows: team work, work under stress, power of perception, ability to develop special skills and knowledge, planning, organization and control. The collective scores of OOPPS and OONPS were also calculated after the receipt of data, and their comparison was conducted for the purpose of meeting the fundamental goal of the paper.

Methods of Data Processing

For all variables, central and dispersion parameters ($AS \pm SD$) were calculated, and distribution normality assessed using the Kolmogorov-Smirnov (KS) test. The sum of individual scores of general characteristics was calculated to determine the OOPPS and OONPS. The statistical significance of the differences between OOPPS and OONPS was established by the Wilcoxon test, while the statistical differences between the individual scores of general characteristics within OOPPS and OONPS were calculated by the Friedman test. The level of statistical significance was set at $p < 0.05$. All analyses were performed using SPSS program package for the Windows operating system.

Results

In accordance with the set goals, the results of this study indicate the following:

1. There exists a difference between the measurable factors of OOPPS and OONPS. After the evaluation of general characteristics, the difference in favor of OONPS was noticed.
2. The evaluated general characteristic, which has been found to be the most important one in the course of measuring of OOPPS is **communication**; in the OONPS measuring, it is **teamwork**.
3. The evaluated general characteristic which has been found to be the most important one in the entire expert analysis is **teamwork**.
4. The OOPPS measurements have proven there is a statistically significant difference, while it is not the case with OONPS.

Table 1. Descriptive Statistics

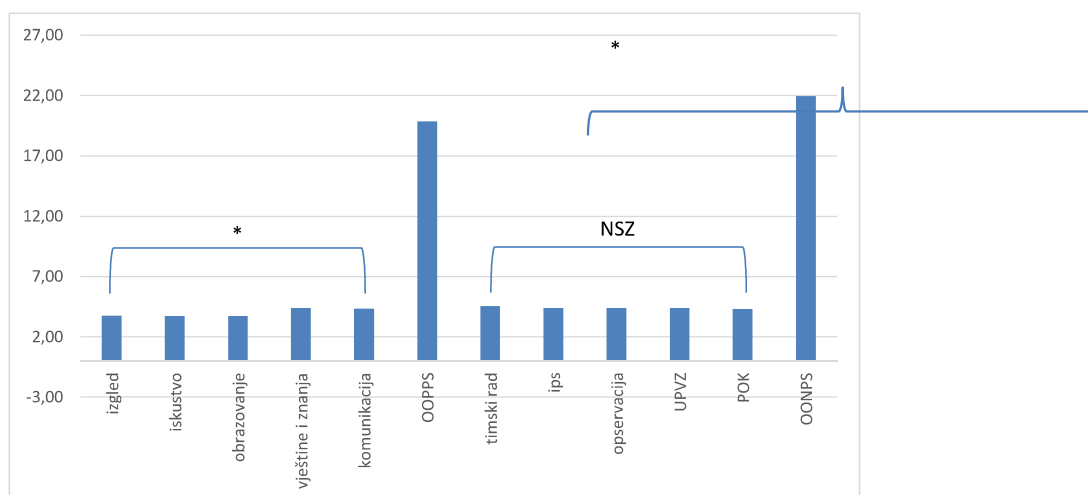
Descriptive Statistics		
	Mean	Std. Deviation
Appearance	3,75	1,07
Experience	3,71	0,99
Education	3,71	1,43
Skills and knowledge	4,37	0,82
Communication	4,33	1,05
OOPPS	19,87	3,73
Team work	4,54	0,88
Ips	4,37	1,21
Observation	4,37	1,24

UPVZ	4,37	1,01
POK	4,29	0,95
OONPS	21,96	4,14

Table 2. Level of Statistical Significance within and between Factors

Level of statistical significance within and between factors		
Description	Within factors	Between factors
OOPPS	0,001*	<0,001**
OONPS	0,256*	
*Friedman's test **Wilcoxon's test		

Graph 1. Graphical Presentation of Individual Characteristics and Corresponding Statistical Significance



DISCUSSION

The selection of candidates for the jobs in the field of close protection of persons and facilities of special importance plays a very important role for both the parent unit and society as a whole in terms of security (Anderson et al. 2001). For this reason, only the candidates who demonstrate a satisfactory knowledge level, and meet the general requirements for admission to educational programs, are sent to further police officer training. After the admission, the training of police officers may be classified using various criteria; most frequently, it is classified according to the skills they develop: physical training, handling of official firearms, tactical training, specialist training, general knowledge (Nikać i Simić, 2013). Bearing in mind that at the basic training courses for police officers, the training for protection of persons and facilities of special importance is conducted exclusively through specialist courses (basic-level training) it is of crucial importance that the training and obtaining of knowledge continue after they join their parent unit. The results of the Wilcoxon test indicate that there is a statistically significant difference between

the general characteristics of human potentials when recruited, OOPPS, and the general characteristics of human potentials after the recruitment, OONPS. The general characteristics which have been evaluated: appearance, previous experience in the jobs of close protection and education with regard to OOPPS, have been found less important in relation to evaluated parameters: team player, work under stress, power of perception, development of special skills and knowledge, planning, organization and control with regard to OONPS. The general characteristics like skills, knowledge and communication, have been found to be almost equal with regard to OOPPS in relation to all OONPS parameters. The evaluated general characteristic – **communication** - has been found to be the most important with regard to OOPPS, while **the teamwork** as the general characteristic has been found to be the most important with regard to OONPS. **Teamwork** has also been found to be the most important general characteristic in this expert analysis. When all the above is taken into account, together with technical development and logistical support of the agency

they work for, the difference is clear between bodyguards and trained members of the VIP close protection team (Moratić i Ahić, 2015). Bodyguards react by nature and the criterion for their recruitment is mostly their appearance, not their knowledge, training and ability to react properly, while the close protection team members are professionals, defined by their communication skill, multiple-month training, flexibility, ability to plan thoroughly and fully implement the protection mission. The results of expert analysis provide enough material for more serious and detailed planning of the development of general characteristics necessary during and after recruitment, when it comes to the recruitment and selection of human resources in the services whose basic task is the protection of persons and facilities of special importance.

CONCLUSION

Human resource management has become one of the crucial issues for security agencies worldwide, mostly due to significant changes in the way terrorist attacks are executed, and more sophisticated threats, as well as due to the nature

and manner of execution of everyday assignments. When it comes to public security, public expectations are always, in principle, at a high level, and when something happens, managers in security agencies are exposed to great pressure. Any failure of the Human Resource Department may have significant consequences for both human resources, and the organizational unit structure. Any reaction or use of a member of the aforementioned services, aimed at rejecting a threat or attack on a person or facilities of special importance, which is in compliance with legal authorities, in principle represents a serious violation of basic human rights. For this reason, the assessment of recruitment and selection of human resources in the security services, concretely in the agencies to protect persons and facilities, is of particular importance, therefore it should be very carefully planned and implemented. Based on all the aforementioned, we can conclude that the results of this research possess a capacity to improve and create new training models, and criteria for forming the teams, which work at the mid-level security threats bearing in mind the characteristics of the said team members.

(Meaning of abbreviations OOPPS and OONPS used in this paper:

OOPPS – general characteristics of human potentials when recruited

OONPS – general characteristics of human potentials after recruitment)

REFERENCES

1. Abazović, M. (2002). *Nacionalna sigurnost*. Sarajevo: Fakultet za kriminalistiku, kriminologiju i sigurnosni studij, Univerzitet u Sarajevu
2. Ahić, J. (2009). *Sistemi privatne sigurnosti*. Sarajevo: Fakultet za kriminalistiku, kriminologiju i sigurnosni studij, Univerzitet u Sarajevu
3. Anderson, G. S., Plecas, D., & Segger, T. (2001). Police officer physical ability testing—Re-validating a selection criterion. *Policing: An International Journal of Police Strategies & Management*, 24(1), 8-31.
4. Cochrane, R. E., Tett, R. P., & Vandecreek, L. (2003). Psychological Testing and the Selection of Police Officers A National Survey. *Criminal Justice and Behavior*, 30(5), 511-537.
5. Dale, L. June. (2008). *Introduction to executive protection*, 2nd ed. CRC Press. Taylor & Francis Group, Boca Raton Florida
6. Hadžikadunić, A. & Turković, S. (2013). *Selekcija ljudskih resursa za potrebe policije primjenom bazično motoričkih testova*. Treća međunarodna konferencija »Sportske nauke i zdravlje. Panevropski Univerzitet 15.03.2013. godine. Banja Luka.
7. Hadžikadunić, A. i Turković, S. (2013). *Selekcija ljudskih resursa za potrebe policije primjenom bazično motoričkih testova*. Treća međunarodna konferencija »Sportske nauke i zdravlje. Panevropski Univerzitet 15.03.2013. godine. Banjaluka.
8. Hadžikadunić, A., Švalija, M., & Bajraktarević, J. (2015). *Selekcija ljudskih resursa i potencijala za potrebe policije primjenom psiho-motoričkih testova*. *Kriminalističke teme*, (3-4), 107-124.
9. Jozić, M., Zečić, M. (2012). *Trening opće i specifične obuke s naglaskom na agilnosti, apsolutnoj jakosti i relativnoj repetitivnoj jakosti za pripadnike Interventne policije MUP-a RH*. Kondicijska priprema sportaša 2010., KIF u Zagrebu, Udruga kondicijskih trenera hrvatske, Zagreb. str. 243-247.
10. Korajlić, N. & Dautbegović, A. (2012). *Osnovi kriminalistike*. Travnik, Univerzitet u Travniku
11. Krstić, S. (2012). *Bezbedonosna procena ugroženosti određenih ličnosti*. Beograd, Kompanija „Milenium grup“
12. Malacko, J., Rađo, I. (2004). *nove tehnologije u sportu*. Fakultet sporta i tjelesnog odgoja. Sarajevo.
13. Milanović, Vuleta, Šimec (1997). *Dijagnostika treniranosti sportaša*. U D. Milanović i S. Heimer (ur.), Zbornik radova Međunarodnog savjetovanja «Dijagnostika treniranosti sportaša»<u sklopu> 6. Za-

grebačkog sajma športa, Zagreb, 1.ožujka 1997 (str.116-125). Zagreb: Fakultet za fizičku kulturu Sveučilišta u Zagrebu.

14. Milanović, M., Gabelica-Šupljak, M. (1997). Psihodijagnostika u funkciji procjene psihosocijalnog statusa članova sportske ekipe. Psihosocijalna dijagnostika u sportu. U D. Milanović i S. Heimer (ur.), Zbornik radova Međunarodnog savjetovanja «Dijagnostika treniranosti sportaša»<u sklopu> 6. Zagrebačkog sajma športa, Zagreb, 1.ožujka 1997 (str.203). Zagreb: Fakultet za fizičku kulturu Sveučilišta u Zagrebu.
15. Milošević, M., Zulić, M. & Božić, S. (1991). *Specijalno fizičko obrazovanje za specijalističke kurseve i seminare radnika MUP-a*, Zemun: VŠUP.
16. Moratić, Z. & Ahić, J. (2015). *Bliska zaštita VIP ličnosti*. Sarajevo: Fakultet za kriminalistiku, kriminologiju i sigurnosni studij, Univerzitet u Sarajevu
17. Moratić, Z. (2015). *Predvidivi model selekcije i obuke profesionalaca za blisku zaštitu VIP ličnosti u BiH/Foreseeable Selection Model and Training of Professionals for VIP Close Protection in BiH*. Zbornik sažetaka, 1(1), 27-28.
18. Obradović, S. K. (2011). *Planiranje, regrutovanje i selekcija kadra u Ministarstvu unutrašnjih poslova RS*. *Nauka, bezbednost, policija*, 16(1), 135-156.
19. Rađenović, R., (2003), *Bezbednost određenih ličnosti i objekata*, MUP RS, Beograd
20. Šoš, H. i Rađo, I. (1998). *Mjerenje u kineziologiji*. Sarajevo: Fakultet za fizičku kulturu.
21. White, M. D., & Escobar, G. (2008). Making good cops in the twenty-first century: Emerging issues for the effective recruitment, selection and training of police in the United States and abroad 1. *International Review of Law, Computers & Technology*, 22(1-2), 119-134.
22. Zaciorski (1975). *Fizička svojstva sportiste*. Savez za fizičku kulturu jugoslavije. Beograd, 1975

Legal Frameworks

- Zakon o policijskim službenicima Bosne i Hercegovine, 27-04 sa izmjenama 63-04, 05-06, 33-06, 58-06, 15-08, 63-08, 35-09 i 07-12 od 02.08.2016
- Zakon o Direkciji za koordinaciju policijskih tijela BiH od 15.02.2012
- Zakon o policiji Ministarstva unutrašnjih poslova Republike Srbije iz 2016 godine.
- Zakon o policiji Ministarstva unutrašnjih poslova Republike Hrvatske, NN34/11, NN130/12, NN33/15
- Zakon o policijskim poslovima i ovlastima Ministarstva unutrašnjih poslova Republike Hrvatske NN76/09, NN92/14
- Uredba o određivanju štice osoba, objekata i prostora te provođenju njihove zaštite i osiguranja NN46/13

AUTHORS INFORMATION

Moratić Zlatko

Faculty of Criminalistics, Criminology and Security Study in Sarajevo

e-mail: zmoratic@fkn.unsa.ba

Hadžikadunić Admir

Faculty of Criminalistics, Criminology and Security Study in Sarajevo

e-mail: ahadzikadunic@fkn.unsa.ba

Ahić Jasmin

Faculty of Criminalistics, Criminology and Security Study in Sarajevo

e-mail: jahic@fkn.unsa.ba