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The Human Factor in OSI

The human factor has special significance in the OSI regime; trained inspectors must implement OSI techniques, and Treaty provisions define both. These Treaty provisions result in a unique inspection regime because of the multiple technologies, the external inspectorate and the last minute definition of the inspection site. In addition to being a multi-national team, the inspection team will be composed by experts operating multiple technologies, which will add a multi-professional environment that may create opportunities for negotiations over resources or leading technology designation. In addition to training on specific implementation of techniques, treaty provisions and nuclear explosion signatures, training in soft skills is important thus creating an "organizational culture" across the inspectorate for understanding of how to approach negotiation prone situations. Because of the important teamwork aspect of the CTBT inspection regime, remote training (open university type) by itself cannot provide a full solution for OSI inspectors training, and team training at selected training centers is necessary. The training programme to be developed becomes therefore an intricate process as a result of the non in-house characteristic of the inspectorate that creates the need to balance between inspectors' accessible time and training requirements.

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