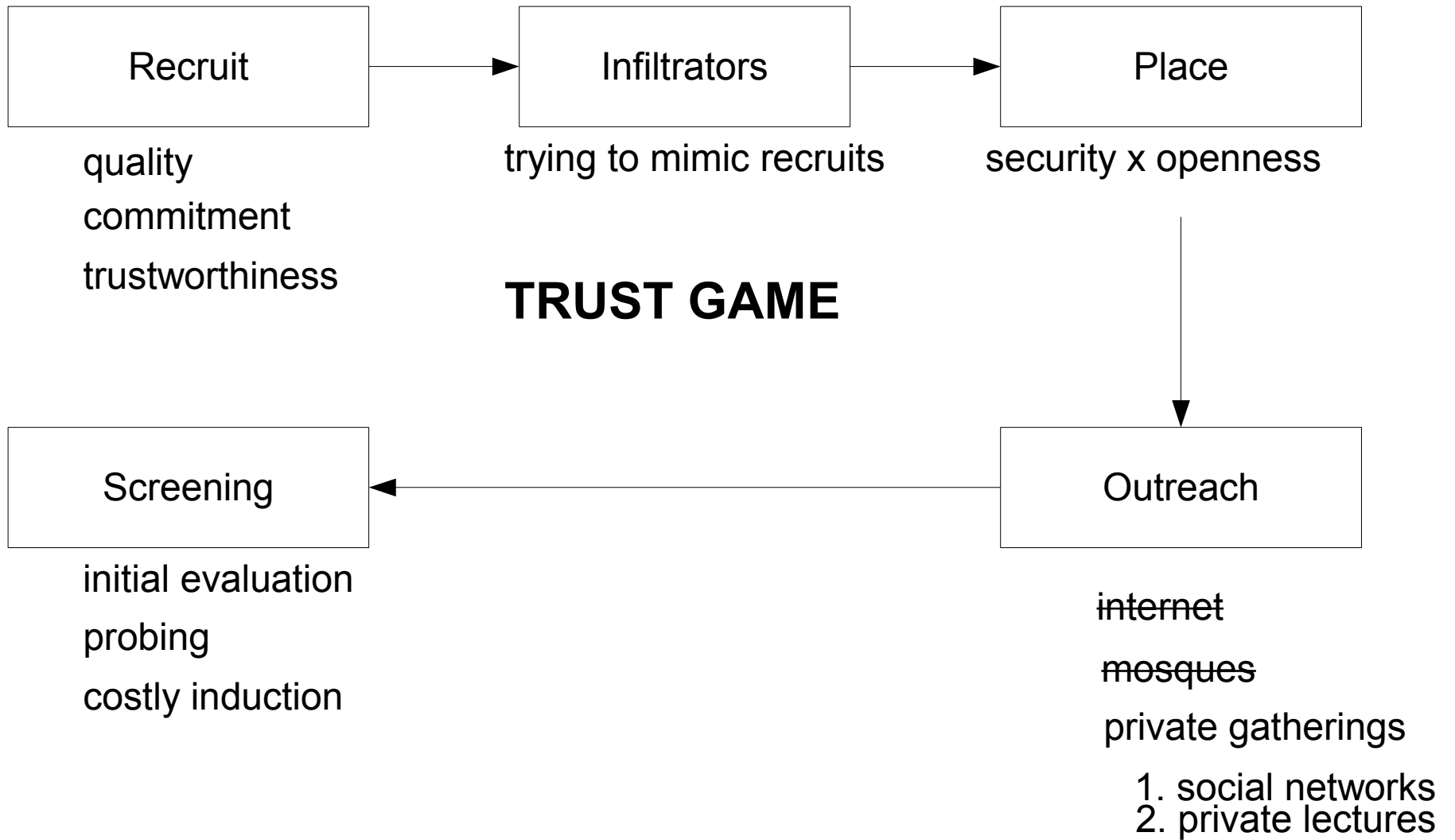


Thomas Hegghammer:

"The recruiter's dilemma. Signalling and rebel recruitment tactics,"

Journal of Peace Research January 2013 vol. 50 no. 1, pp: 3-16.

(a discourse analysis of al-Qaeda in the Arabian Peninsula 2001-2003)



# Recruitment of terrorists

Recruitment for terrorist organization is like any other job interview - just with some differences caused by the nature of the recruiting organization

One for all – **danger** – organization operates in asymmetric conflict at the territory of an enemy who is trying to infiltrate the group

## **TRUST GAME**

We want to impose **high costs** on infiltrators and low quality recruits

# Recruit

suitable for his position

- **Quality**
  - illegal underground organization need members able to remain hidden and conduct special operations
- **Commitment**
  - it is very important to find out the motivated candidates sharing values with the organization
- **Trustworthiness**
  - and extremely important to recognize a mole mimicing serious recruits

# Infiltrators

pretending to be one of us

- Infiltrators are deadly for small illegal underground organizations (such as in the Reservoir dogs)
- The more they know about us, the better will they mimic – they are thus looking similiary to real recruits
- They are trying to meet us in the same places where we are recruiting and where recruits are looking for us

# Place

secure, hidden, yet open to anyone interested

It is necessary to choose place

- where recruits could find us
- where we can find suitable recruits
- where infiltrators are easy to be exposed and face great costs

# Outreach

- ~~Internet~~

- great for our outreach to make us known
- ~~puts extremely low cost to contact us~~
- ~~very easy to mimic interest for anybody~~

- ~~Mosques~~

- possibly interested recruits
- ~~public places for anybody to come and go~~

- Private gatherings

- vouching by known persons, closed for unknown people
- **social networks** or **private lectures** – trusted members
- high costs for infiltrator if caught

# Private gatherings

In the studied example

- **social network** of former foreign jihad fighters
- **private lectures** of radical priests in their home
- Hard enough to enter (high cost)
- Qualite or at least committed members



# Screening

signs we are looking for are CASE SPECIFIC

- **Initial Evaluation** (in our al-Qaeda example)
  - ethnicity – rational (better communication) and irrational reasons (jihad is Arabian)
  - experience – foreign jihad fighter or lone wolf, easy to verify by stories, arms expertise, jihad culture
- **Probing**
  - steer conversation desired way
  - look for signs – experience, weeping, poetry knowledge (verification – weeping and poetry shows your emotional investment in the deeply personal jihad, imposing high cost for imposters)

# Screening

al-Qaeda's example

- Costly induction
  - a) al-Qaeda originally invited recruits at their lecture meeting – imposing costs on interested recruits as they could be arrested for such a participation
  - the problem was, however, that police raided the meetings and actually arrested all the participants

# Screening

al-Qaeda's example

- Costly induction
  - b) al-Qaeda made recruit to be put on a radar of police force
  - lending phone or cars to older al-Qaeda members
  - doing incriminating acts (such as in the Life of Brian)
  - this practice however mean police does know your members

# Screening

al-Qaeda's example

- Costly induction
  - c) thus the last and most costly induction – **immersion training camps**
  - **emotional, social, financial investment**, as you are for several weeks closed in a camp with other recruits and members
  - anashid, poetry, war stories, weeping – who proposed to do such acts got most credit

# The End

- In the end, al-Qaeda in the Arabian Peninsula had around hundred members
- It conducted massive terrorist attacks in the Saudia Arabia in 2003
- In response, security forces dispersed the group, killing or arresting most of the members, marking the end of al-Qaeda in the Kingdom