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TRANSLATED FROM ORIGINAL DOCUMENTS

AL QAIDA STAFF COUNT PUBLIC APPOINTMENTS

VERY SECRET

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Introduction

It is no doubt that in any group or organization or any great or small matter we must work on it and continue with it till success, from a head that thinks and looks , plans, makes decisions , shows the way and others that help like an advisory council who helps with what was said previously. They discuss it and advise of other unknown points and mention the good work, continue it's accomplishment through their appointments which they build, and manned it with people to carry on the responsibilities to convert these projects from written to the actual with the help of the rest of the organization. It is a complete chapter and a connected series with cooperation from all who are aiming to achieve that purpose and goal which is directed from the beginning to reach a conclusion God willing.

This is what we intend to do in this new chapter and which we will try to do before it is too late. We are passing through a stage, which is expanding, and if we don't take advantage of it another chance might not come by. I see that all the circumstances are ready to achieve so that we must take the new generation, which is helping the lines of Al Mujahedeen, most of whom are in our organization. Before we are accused of the ready accusations, the love of positions and the shortcomings in the command, which involve a special group of people...etc.

From the rumors and bad things that the devil says and that which is connected to the old generation-the grandfathers times-the problems get more complicated that which are simple, and it becomes difficult to solve or it becomes very costly and an obstacle for matters. And this is normal which all organizations and groups and this is the year of God in his creation and there is no change for his creation, Allah is most powerful.

Let us take our brothers by the hand and set their foot on the right path before they waste their energy and loose the time in looking for this road and maybe never find it, in which we would have lost their trust and shorted them in what is needed.

Allah help us enough and show us the right path and steady our feet to righteousness.

Observations and Corrections

First: the goal of these sessions:-

1. Accounting for the cadre who are hard working to bear the responsibility in

heading the Islamic work (lawfully, militarily, and administratively....etc) to organize Al Qaida first and for this unorganized nation second.

2. To continue with the same level of the previous cadre (which is present at this time in the service) in the areas that they need, and the opportunity never allowed it to take place.

3. Overhaul of the principal of teaching and work hard in advancing the level of the cadre, and the leadership and looking for new in it's specialty first and other matters which will benefit the building and uplifting the call for the personal Islamic Jihad.

Second: There must be a section to keep abreast of all matters for the cadre and their assignments, personal matters, conditions and their advancement, and this section would fall under the general commander (Amir) or his deputy directly.

This section can be called the (Personnel matters section) generally, and it's work would be to keep track of the cadre and their personnel matters a main function for this section. A computer will be dedicated to ease the availability of information and follow up or it could be a normal office which follows the work, and this office or section is created according to a meeting or conversation and is divided into many sections to make it easy to track the personnel matters, and a knowledgeable person who is very understanding works in it as president, and for an assistance one or two members would help him, and he is considered the commander's deputy and he works for the commander directly so his orders would be obeyed and his directions valued and considered without questions.

Or this section can be a complete section from the main office of the organization section, and which will be controlled directly from the commander's deputy, and the rest of the sections for this central office, which will be to announce directions and instructions from the general command.

Third: Choosing the resident members of the cadre assignment and it is:

A. The training military camp will have a big role in appraising and categorizing the Mujahedeen brothers and this requires:

1. That for each trainee be continuous personnel follow up which accompanies him to any place he is transferred to, or it could be kept in a safe place in the main office of the headquarters and information and assignments are requested from the section he works in.
2. Assigning a specific program after the principal term to choose and direct the assigned and marrying them with other advanced sections and follow their advancement and keeping other information about them.
3. Upgrading the training program in the military camp and deciding a reasonable time for the trainee to attend in an operational program like the front for example, to discover and know his other personalities and making sure of the information was recorded about him during the training period, and that is to nominate him to attend the more advanced sessions.
4. Upon completion of the entire training period completely, the nominee goes to the working areas, like the frontline or guarding, or any other works to reach his real potential, and after a certain period he would be chosen to the cadre sessions. And from these the majority of attendees will be in the cadre sessions.

B. There must be a small number specified for whom missed their upgrade because

of their special circumstances or general circumstances and they proved their worth through action and experience, whether it is on the front or in another way, and they are nominated by their commanders directly to the higher commands depending on the enrollments.

Fourth: Great care is given in holding these social sessions and advancing as far as importance and not to withdraw the commanders away from their jobs for a long time, which could affect the work stoppage or create problems, which could fail as a whole. And also the location for the sessions must be chosen carefully and especially for the advanced sessions. It should last about two to three weeks at most.

Fifth: This military training camp will be important in dividing and assigning the degree of these cadres (First degree, or second..Etc) and the principal places to nominate the cadre to the high level during this stage.

Sixth: The biggest advantage of these sessions is to remove the commanders and the directors from the responsibility chair to the student and studying chair which will treat many psychological matters, which these members suffer because of staying long periods in the responsibility position, and this is one area and this will give him a mandatory resting period away from stress, and lastly this will give the opportunity to the deputy commander to carry on the responsibility alone without depending on his superior. This will create a new atmosphere and it will train the deputy to have more responsibility in other areas as well.

Seventh: Other continuation sessions or the less important sessions is accomplished by correspondence, especially that which is related to the continuation of leadership and commanders and which is related to personality. There are sessions for the perfection of handwriting and that depends on courses that are sent by mail and a time limit is given to complete it depending on the instructions, after which a test is given and the result is added to the member's folder, and trust is there and should be from both sides.

Eighth: It is desired that the question of building all the qualities and personality of the commanders which be given great importance since they will face to many situations that they should be prepared to face it. The ability to give speeches and teaching and small meetings and the ability to write well is very important and the degree of his success in his work and acceptance of his responsibility.

Ninth: It is important to have studies and research that comes out regularly, whether normally or following emergency situation from the interior or the exterior or on special occasions, which is distributed to the cadre and the headquarters for them to read. It is asked from them to add any observations or additions for any section and sending it back to the right address. These studies and research a special section is created for it, either to generate it or to follow up on its generation or both and then distributing it. And in this section many experienced and knowledgeable people work. These papers will have special studies whether from the outside or the inside or something that was written recently or a translation, or the collection of military information or managerial... etc. And it is very important to inform the commanders and the responsible people at a special level about the events and its development from the interior and the exterior, and it is important to have combined work for the whole organization which completes the work.

Tenth: It is possible to specify the ranks and levels of responsibility depending on the positions or the importance of the front, and we suggest the following:

- A. Team commander (3 – 5) members
- B. Platoon commander (10-15) members
- C. Regiment commander (more than a platoon or many platoons with infantry and artillery and other units from the squadron) and is equivalent to deputy squadron commander, and also trained in the military camp.
- D. Battalion commander (more than three platoons from the infantry and other groups) and is equivalent to a commander of a section from the other sections like artillery as a whole.
- E. Brigade commander (more than a squadron or an infantry squadron assigned with it and also complimented by armor and artillery) and is equivalent to deputy commander and also deputy committee president, for example the military committee.
- F. Branch manager , for example the military branch, equivalent to the command council member.

Eleventh: And the positions and the higher responsibilities can be divided as follows:

First level includes A and B Highest

Second level includes C and D Highest

Third level includes E and F Highest

It is possible for a member to work the responsibilities in A and B without passing all the sessions of the first level, and also the second and the third level without passing the sessions that prepares him for it. It is very important that between each level and the next be a period of work to gain experience and work related matters to prove his entrance into the higher levels, especially in the Jihad work which demands of the member to prove his capability to carry on the responsibility, management and directing, and certificates are not enough which were achieved through studying to move up in the chain.

General observations:

First observation: It is natural that there will be failures in reaching the cadre positions, and then it is looked for the reasons of the failure. Work then starts on the second stage or the second try for those who deserve it. And opportunity is not the same because of the member's responsibilities and their different capabilities. We have to accept and prepare ourselves for this matter-to have failures in these sessions- and should treat it with the right treatment, because if we didn't and we embarrassed ourselves in employing some members in places where they have failed then we will embarrass ourselves and complicate matters more critical and general in nature. The matter will be difficult in the beginning but we must organize, accept the responsibility until it becomes a natural occurrence.

Second observation: it is possible to conduct trials for the candidates for the different levels and it's social session, which will lessen or eliminate failure. Failure in these trials is easier on the self than failure in the end of the sessions, because then it is harder on the self and harder to be cured or forget about it.

Third observation: What was mentioned above makes us careful with combining those who deserve and those who don't from achieving the positions which is happening now for those who are not trained, or who didn't complete the sessions and that is through being intelligent from the higher commanders. Some embarrassments and problems result are worse than from when they participate.

SOCIAL SESSIONS

The sessions could be in two kinds:

1- Organized sessions, these are held in a certain place and for a specified period, and it has a program and lessons prepared and known to the members.

2- Non-organized sessions, those are correspondence and that starts at a certain level, third level for example or for a special section from the commanders, and those can prepare or write about a specific subject which are checked in a certain way, and that is which is called in our times suggestions.

As far as creating and the growth all the important lessons, and shaping and boosting the personalities which is required by important tasks for the commanders, it is desired for all those to take a reasonable amount of learning and specialization and depending on their work.

These sessions should be as follows:

1. Islamic studies
2. Military studies
3. Security studies
4. Management studies
5. Political studies

It is possible to organize giving these sessions, especially the first level and a part of the second level in the military camp or the Islamic law institute, under the control or management of the military committee, because most of the members for those two levels will be in one of the sections that is related to it whether it is military or the front or hospitality.

Explanation of the suggested courses:

1. Islamic law studies.

-First level:

Simple beliefs which includes commanding, explaining the Quran chapter of Al Anfal, involvement of the stages of Al Jihad, the first twenty Hadith from the forty with expectation of memorizing, ruling in the Islam with fairness and goodness.

-Second level:

Knowledge and rules of Al Jihad, prayers rules, explanation of chapter Al Baraa from the Quran, twenty two Hadith with the expectation of memorizing them

-Other sessions can be made available in other subjects or there could be specific books which a test can be given through correspondence every three months or more, and that is for those who surpass the second level.

And it is suggested that these books be for example 1. The prophets way 2. the book of the Fawaaid for the Ibn Al Qaim 3. explanation of the chapter of the Cow from the Quran 4. explanation of the chapter Al Umran 5. explanation of the chapter of Al AANAM.

Or studies and specific seminars.

2. Military studies

-First level:

Principal session, tactics, some specialization courses for weapons

-Second level:

Other specialization courses, management courses and squadrons commands

-Third level:

Cadre session, any advanced courses which involves special areas.

There are studies or seminars begins for those people who finished the second level sent to them by name or depends on the areas.

3. Security studies:

-First level

Members security, group security, communications security

-Second level

Complete security and information session

There are studies and seminars which begins for those who finished the second level and is sent to them depending on the area.

4. Management Studies:

-First level:

Informing the management and the rest of the first corps from the management book for our brother Assad Allah for example, how to write a normal letter, how to fill out specific documents.

-Second level:

Management operations; meetings purpose of meeting, kinds, organizing, reports and how to write it's kinds and it's importance; encouraging personal traits.

5. Political studies

First level

Second level, is put forward from the experienced persons like the Shiekh, with the importance of looking at it from Abu Al Walid point of view, and Islamic look and comparing it to the present time.