

Defense Attaché Recruitment Model in Terms of Military Security

The research conducted in the doctoral dissertation and its results contributed to the development of a concept for improving the model of the recruitment planning process of soldiers appointed to serve in the Defense Attachés at Diplomatic Representations in the Polish Armed Forces abroad – defense attachés/deputy defense attachés of the Republic of Poland – in terms of the use of human resources of the Ministry of National Defense. The fundamental argument for undertaking research in the area of the dissertation was the observed trends in the functioning of the defense attaché institution, whose role, according to the author, is crucial in the process of building the state's military security system, especially after 1989, taking into account the geopolitical and geostrategic situation of the Republic of Poland in the 21st century. Moreover, the author's thorough observation of the recruitment process (recruitment, qualifications and, as a result, selection) for the above-mentioned service positions allows for the conclusion that it is an exceptionally long-term process. As a result, the provided postulates became the premise for undertaking research on the issue of improving the planning process of the recruitment of defense attachés in the Polish Armed Forces.

The doctoral dissertation, which covers the main research issue, definitely fits into the area of the scientific discipline - security science, among others because of the innovative research horizons presented therein resulting from the author's scientific considerations and a in-depth analysis of the literature on the subject and empirical material, and because of the attempt to show the potential concept of changes in the area of the recruitment process system for the positions of defense attaché in the Ministry of National Defense, which is an integral component of the security system of the Republic of Poland. The structure of the dissertation includes a theoretical and empirical part. The doctoral dissertation consists of an introduction, methodological assumptions, four substantive chapters, a conclusion, bibliography, a list of figures and tables.

The methodological assumptions of the doctoral dissertation present the premises for undertaking the research, the main research problem and the main objective of the research. They also include the main research hypothesis and detailed hypotheses, the subject and object of the research and the research area and period. Source materials, theoretical and empirical methods, as well as research techniques and tools have been indicated.

The dissertation outlines the **main research problem**: how will the new model of recruitment, selection and enrollment of officers for the positions of defense attachés in terms of current threats affect the improvement of the military security of the Republic of Poland?

For the main research problem thus adopted, the main aim of the study was presented. The **main aim** is to develop an original model of planning the recruitment of soldiers for the positions of defense attachés in the Polish Armed Forces in terms of threats to the military security of the Republic of Poland in the 21st century.

For the main research problem thus outlined and the main aim of the dissertation, as well as on the basis of acquired knowledge, a comprehensive analysis of the literature and forecasted changes, the **main research hypothesis** of the dissertation was adopted: it is assumed that the original model of planning the recruitment for the positions of defense attachés in the Polish Armed Forces will strengthen military security in terms of contemporary threats to the Republic of Poland.

The dissertation contains original solutions for streamlining the current planning process for the recruitment of defense attachés in the Polish Armed Forces. The developed innovative model assumes the use of a specially prepared database, which will contain former defense attachés/deputy defense attachés. That diplomatic service corps would imply the use of the human resources that have already completed the recruitment and qualification process. As a result, the new solution will shorten the process (and significant savings) by the lack of participation of those who have already completed this process and held the positions of defense attachés/deputy defense attachés or positions in international structures.

The innovative model of defense attaché recruitment in terms of the implementation of tasks of the Polish military diplomatic service of the Ministry of National Defense will strengthen military security of Poland against current external threats, and its use will lead to the rational use of human resources in the Polish Armed Forces.

Keywords: polish military diplomatic service, polish military diplomacy, military foreign service, defense attaché, military security, armed forces, security threats, foreign policy.