WORLD INSTITUTE FOR NUCLEAR SECURITY

Women's Cyber Forum: Launching Careers in Cyber Space

Guns, Guards, Gates, Geeks and 'Girls' Building a Cyber Skill Set – A nuclear security perspective

Rhonda Evans, Head WINS Academy

Outline

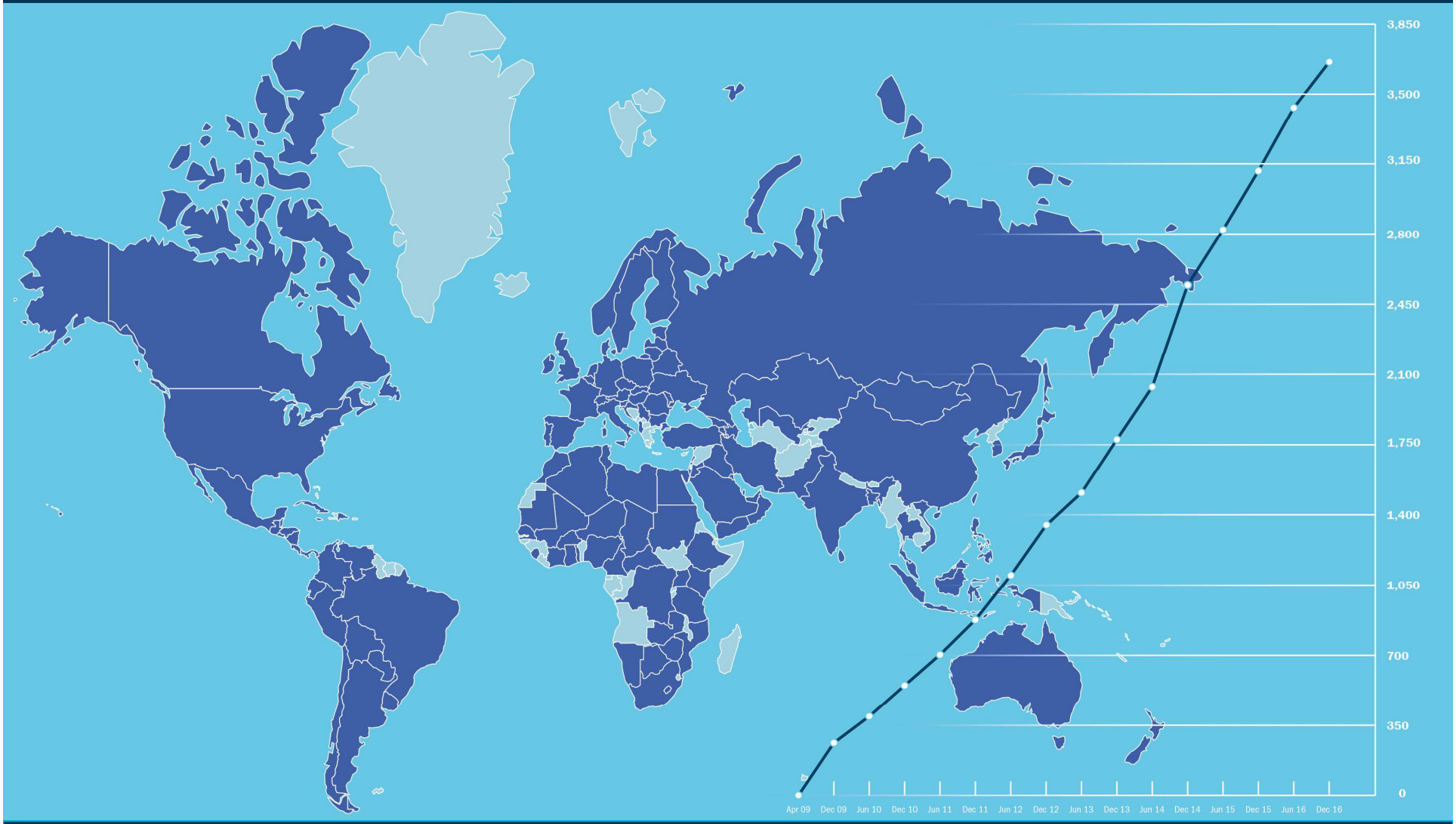
- WINS introduced
- Unpacking Demonstrable Competence in the context of gender
- Next steps

1. Introducing WINS Vision and Mission

All nuclear and other radiological materials and facilities are effectively secured by demonstrably competent professionals applying best practice to achieve operational excellence

To be the leader in knowledge exchange, professional development and certification for nuclear security management

WINS Membership - October 2017



Over 4,000 Members in 122 Countries

WINS Programme

Workshops, Roundtables, Webinars & Membership Forum

Best Practice Guides, Special Reports, Competency Framework

Online and Blended Learning, Certification Exams, Alumni Network

Self-Assessment Tools, Organisational Competency Assessment, Peer Reviews

WINS Academy Certification Programme

944 Enrolled
from
80+ Countries

264 Certified Nuclear Security Professionals

Gender (Im)Balance 25:75
Specific programme to increase no. of women (2018)

The WINS Academy mapping the Modules

The world's first certified professional development programme for personnel with accountabilities for nuclear security-

New Module on Cyber Security (March 2018)

2. Demonstrable competence unpacked

Demonstrable: (Adj) Clearly apparent or capable of being logically proved (Oxford Dictionary)
Late Middle English: from Latin demonstrabilis, from demonstrare - point out

Competence (Noun) The ability to do something successfully or efficiently

Gender: (F/M; D/H) Objectively irrelevant to the demonstration of competence although bias (subjectivity) of the assessor may influence that conclusion!

IAEA Nuclear Security Series- DC as a contributor to a sustainable nuclear security regime

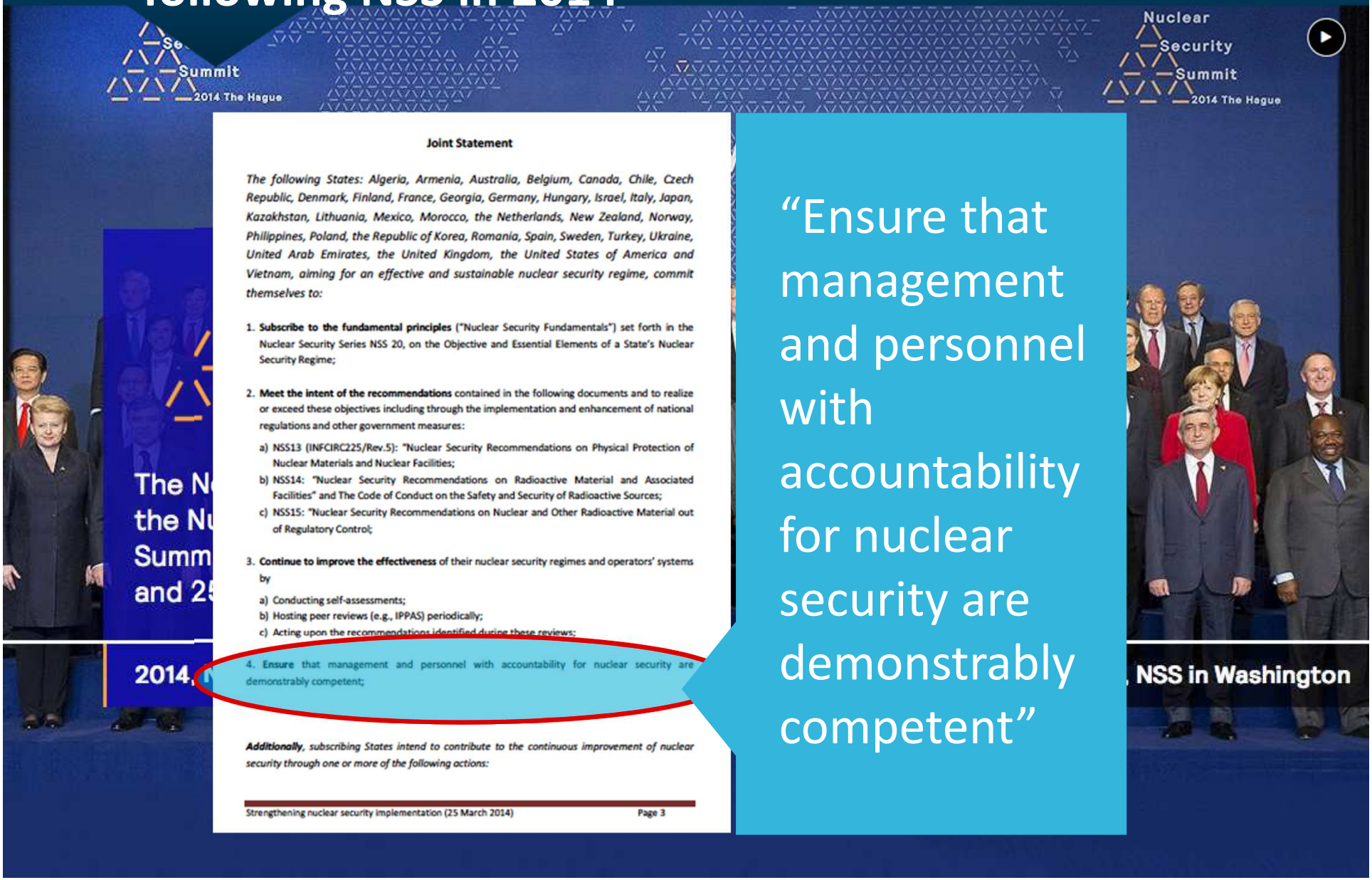
Nuclear Security Fundamentals - Objective and Essential Elements of a State's Nuclear Security Regime (NSS 20 – 2013)

- ✓ **Essential Element 12: Sustaining a nuclear security regime**
  - ✓ Demonstrating leadership in nuclear security matters at the highest level
  - ✓ Allocating sufficient human financial and technical resources to carry out the organisation's nuclear security responsibilities on a continuing basis using a risk informed approach
  - ✓ Routinely conducting maintenance, training and evaluation to ensure the effectiveness of the nuclear security systems
  - ✓ Routinely performing assurance activities to identify and address issues and factors that may affect the capacity to provide adequate nuclear security, including cyber security, at all times.

C. Demonstrable Competence - Regulatory Assurance

- ✓ **Context**
  - ✓ **UK ONR FUNDAMENTAL SECURITY PRINCIPLES: FSYP 3 COMPETENCE MANAGEMENT:**
  - ✓ **Duty holders must implement and maintain effective arrangements to manage the competence of those with assigned security roles and responsibilities**
    - ✓ Systematic approach to competence management
    - ✓ Essential that all personnel are Suitably Qualified and Experienced Personnel (SQEP)
    - ✓ Formal assessment of competence and experience

D. Political Support by States - IAEA INFCIRC/869 following NSS in 2014



D. Industry Support

JOINT STATEMENT OF THE

2014 NUCLEAR INDUSTRY SUMMIT

Amsterdam - March 23-24, 2014

Beurs van Berlage

"Ensuring that all personnel with accountabilities for security are demonstrably competent by establishing appropriate standards for selection, training, and certification of staff"

D. Political Support by States INFCIRC/901

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THE GOVERNMENT OF CANADA AND 11 OTHER STATES ENDORSE THE WINS ACADEMY'S COMMITMENT TO PROVIDING CERTIFIED PROFESSIONAL DEVELOPMENT FOR NUCLEAR SECURITY WORLDWIDE – IAEA INFCIRC/901

Vienna, Austria, December 14, 2016 – The World Institute for Nuclear Security (WINS) is pleased to announce that on 1 December 2016 the Government of Canada submitted a Joint Statement on Certified Training for Nuclear Security Management to the Secretariat of the International Atomic Energy Agency (IAEA). The Statement acknowledges the international recognition of the need for nuclear security training, education and certification and commits to providing advocacy, peer review, contributions and other means as necessary to support the WINS Academy's efforts to expand its international certification programme.

C. Encouraging more women into nuclear security including cyber

- ✓ **Exploring Barriers to Full participation**
  - ✓ **Study Pathways** to nuclear security: law; engineering; physics; computer science; psychology; political science- increasing female students
  - ✓ **Career pathways** to nuclear security: military; law enforcement; regulatory bodies; policy roles; legal advisors; Duty holders must implement and maintain effective arrangements to manage the competence of those with assigned security roles and responsibilities - ensuring full access to interesting and new roles -
  - ✓ **Changing minds** about the presence of women in this field
    - ✓ Be determined
    - ✓ Be fearless
    - ✓ Maintain and Use networks
    - ✓ When unsuccessful request post interview feedback
    - ✓ Persist

Thank you for your attention
I welcome your questions and comments

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