About ECSO
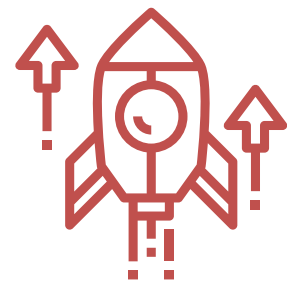
ECSO was created in 2016 as the contractual counterpart to the European Commission in Europe's unique Public-Private Partnership in Cybersecurity. Today, ECSO builds upon the success of the Partnership and remains the privileged partner of the European Commission in supporting the establishment of the European Cybersecurity Competence Centre and driving the European Cybersecurity Community.

OUR GOAL: coordinate the development of the European Cybersecurity Ecosystem for the protection of European Digital Single Market, to contribute to the advancement of European digital sovereignty and strategic autonomy.

ECSO federates the European cybersecurity public and private stakeholders including:

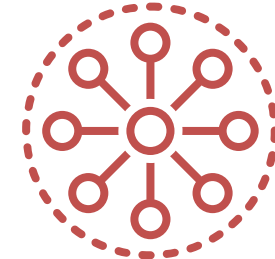| Large companies (user and provider)	SMEs & start-ups	Research centres, Universities	European, National and Regional clusters & association	Local, regional and national public administrations	Investors	End-users and operators of critical infrastructures and essential services

Our membership has grown from 132 members in June 2016 to more than 270 members across 29 countries in 2022, connecting more than 2000 organisations in Europe

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Working Groups

WG1: STANDARDISATION, CERTIFICATION AND SUPPLY CHAIN MANAGEMENT

WG2: MARKET DEPLOYMENT, INVESTMENTS AND INTERNATIONAL COLLABORATION

WG3: CYBER RESILIENCE OF ECONOMY, INFRASTRUCTURE & SERVICES

WG4: SUPPORT TO SMES, COORDINATION WITH COUNTRIES AND REGIONS

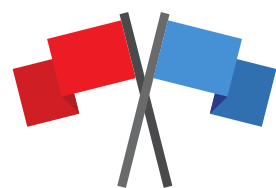**WG5: EDUCATION, TRAINING, AWARENESS, CYBER RANGES**

WG6: SRIA AND CYBER SECURITY TECHNOLOGIES

ECS
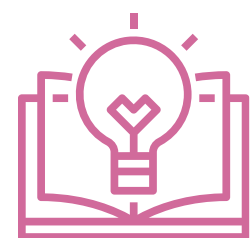EUROPEAN CYBER SECURITY ORGANISATION

About

ESCO WG5 aims to contribute towards a cybersecurity capability and capacity-building effort for a cyber resilient next generation (NextGen) digital Europe, through increased education, professional training, skills development, as well as actions on awareness-raising, expertise-building and gender inclusiveness.

Cyber Ranges

Support education/training/HR
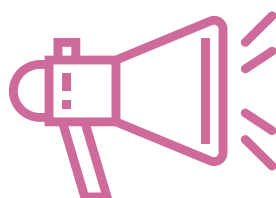
Raise awareness

Promote gender inclusion and attract more experts to the field

Educate the youth

ECSF: a timely tool for the European cybersecurity community

Some observations from an ECSO survey...

- Many organisations indicate that it may take up to six months for the recruitment process for cybersecurity roles, which is slower than in order knowledge domains
- Some organisations state that they have difficulties with filling their cybersecurity positions altogether. There is clearly still a mismatch between the supply and demand (i.e. gap between academia and industry requirements) and push/pull factors (i.e. candidate suitability and assessment, attraction to jobs and benefits).
- There is a strong need for upskilling/reskilling initiatives and support to HR's understanding of the field in order to increase the number of experts and improve recruitment in a field that may not be sufficiently understood

When it comes to skills, we need to speak to the same language!

The release of the ECSF is therefore very timely and fundamental to supporting the European cybersecurity community in attracting, skilling, and re-skilling experts.

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Added value of the ECSF

Chief Information Security Officer (CISO)

Cyber Incident Responder

Cyber Legal, Policy and Compliance Officer

Cyber Threat Intelligence Specialist

Cybersecurity Architect

Cybersecurity Auditor

Cybersecurity Educator

Cybersecurity Implementer

Cybersecurity Researcher

Cybersecurity Risk Manager

Digital Forensics Investigator

Penetration Tester

Common framework and taxonomy upon which to work

Better understanding of the skills needs and the practical realities of different job profiles

Improved understanding for HR and more efficient recruitment and retention measures

Facilitate the entry or re-entry of women and other underrepresented groups

Reduce the fragmentation of approaches by introducing top-down guidelines for how to categorise the cybersecurity profession in Europe

The ECSF provides a concrete tool for harmonising efforts and bridging the gap between the demand and supply of cybersecurity experts in Europe

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ECSO use of the ECSF

ECSO will:

Map out its Minimum Reference Curriculum to the ECSF,

giving course designers and practitioners a first-hand look at how best to define their curricula towards dedicated career pathways. This will help ensure that university courses adequately reflect the realities of the needs of the cybersecurity job market while allowing for a continuous updating of the curriculum.

Use the ECSF and associated user manual

to support HR/recruitment in the drafting of job advertisements and organisation of practical skills assessment/evaluation procedures. We will also conduct a follow up HR survey using the ECSF job profiles to understand what roles are most needed by organisations and progressively build up a quantitative understanding of the European cybersecurity job market.

ECSO and Women4Cyber use of the ECSF

WOMEN 4CYBER
EUROPEAN CYBER SECURITY ORGANISATION

Use the ECSF as base taxonomy for two dedicated platforms envisaged by the Women4Cyber Foundation and ECSO.

- The **Women4Cyber Academy** will be a one-stop-shop online curated platform for cybersecurity courses and trainings in Europe. The aim will be to support the harmonisation of cybersecurity education & training in Europe, provide visibility to European providers, and facilitate women's access to dedicated courses and trainings. The ECSF will allow Women4Cyber to categorise the courses according to one cybersecurity-specific taxonomy and link them to specific career pathways and profiles. The latter will be particularly useful for the implementation and use of a

- **European Cybersecurity Job Platform**, which Women4Cyber will set up in collaboration with ECSO after the launch of the Women4Cyber Academy.

ECS EUROPEAN CYBER SECURITY ORGANISATION

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