

EUROPEAN CYBERSECURITY SKILLS FRAMEWORK

CALL FOR EXPRESSION OF INTEREST TO PARTICIPATE IN THE ENISA AD HOC WORKING GROUP ON CYBERSECURITY SKILLS

1. INTRODUCTION

The workforce shortages and skills gaps are a major concern for both economic development and national security, especially when considering the rapid digitisation of the global economy. Thus, the development of a European Cybersecurity Skills Framework (ECSF) that considers the needs of the EU and each one of its Member States was an essential step towards Europe's digital future.

The aim of the ECSF is to create a common understanding of the relevant roles, competencies, skills and knowledge required; to facilitate recognition of cybersecurity skills; and to support the design of cybersecurity-related training programmes. It summarises all cybersecurity-related roles into 12 profiles, which are individually analysed into the details of their corresponding responsibilities, skills, synergies and interdependencies.

The ECSF creates a common understanding between individuals, employers and providers of learning programmes across EU Member States, making it a valuable tool to bridge the gap between the professional cybersecurity workplace and learning environments

The ECSF is the result of the joint effort of ENISA and the previous ENISA Ad-hoc working group on Cybersecurity Skills Framework, which completed his mandate with the delivery of the ECSF and its user manual.

The ECSF and its user manual were presented during the ENISA cybersecurity skills conference on 20th and 21st September 2022. Closing remarks of the conference were

delivered by Despina Spanou, Head of Cabinet for European Commission Vice-President Margaritis Schinas, who stated: " *We now need to make sure that we address what could become our biggest challenge: how to have the right people with the right skills to shield our citizens and our economies from ever more pervasive cyberattacks across all critical sectors. On the eve of 2023 European Year of Skills, the European Cybersecurity Skills Framework will be a tangible tool to help identifying the profiles of jobs that are the most necessary in the field. It can become an enabler of a common European language on cybersecurity skills across the whole European cyber ecosystem and a building block for the Commission's work on a genuine Cybersecurity Skills Academy*"

2. BACKGROUND OF THE AD HOC WORKING GROUP

As stipulated in Regulation (EU) 2019/881¹, Art. 20, the Executive Director of the EU Agency for Cybersecurity may set up ad hoc working groups composed of experts, including experts from the Member States' competent authorities, where necessary and within ENISA's objectives and tasks. Ad hoc working groups provide ENISA with specific advice and expertise. Prior to setting up an ad hoc working group, the Executive Director of ENISA shall inform the agency's Management Board².

The members of the ad hoc working groups are selected according to the highest standards of expertise, aiming to ensure appropriate balance according to the specific issues in question, between the public administrations of the Member States, the Union institutions, bodies, offices and agencies, and the private sector, including industry, users, and academic experts in network and information security³.

Under ENISA's WP2023 Output O.9.5: "Report on cybersecurity skills needs and gaps, and support skills development, maintenance and implementation", the goal is to **develop the cybersecurity competencies for cybersecurity professionals across EU communities** aligned with the ECSF.

To achieve this goal, the project aims to

- make stakeholders aware of the ECSF;
- enable learning providers to support the development of critical skills-set;
- support policy makers in building targeted initiative to mitigate the skills gap;
- support the harmonisation in cybersecurity education, training, and workforce development;
- bridge the gap between the demand and supply of experts through the common vision and the shared understanding offered by the ECSF.

The overall target is to have 200 thousand cybersecurity professionals trained by 2025.

Along these lines, ENISA is aiming to seek support of a broad range of stakeholders to support the governance, the implementation and the evolution of the ECSF.

¹ Article 20(4) of Regulation (EU) 2019/881.

² Article 20(4) of Regulation (EU) 2019/881.

³ Recital 59 of Regulation (EU) 2019/881,

3. SCOPE OF THE AD HOC WORKING GROUP

The scope of this ad hoc working group is to assist ENISA in the governance, the implementation and the future evolution of the ECSF.

Key tasks of this ad hoc working group include:

- act as an ambassador to facilitate the implementation of the ECSF in their own organization or partner organisations;
- support the governance of the ECSF (monitor endorsement, implementation, and support maintaining the ECSF registry);
- support in the promotion of the ECSF (participation in webinar, conference);
- assist in the implementation of the ECSF and propose and evaluate changes to the ECSF or other corrective actions;
- review of related ENISA documents supporting the ECSF.

The preliminary estimate of the duration of the ad hoc working group is for up to two (2) calendar years from the kick off date of this working group; extension of the mandate of this ad hoc working group is possible, should the scope of the work not be completed.

ENISA may establish sub-groups for the purpose of examining specific questions on the basis of terms of reference defined here and will have a limited duration. The members of these sub-groups will be among the members.

4. APPOINTMENT OF MEMBERS

The members of the AHWG shall be appointed ad personam by the Executive Director of ENISA from a list of suitable applicants duly selected in line with this call and shall act independently and in the public interest.

If there are more suitable candidates than the number of members needed for the AHWG, a reserve list of candidate members will be established.

Should members no longer be able to contribute effectively to the group's deliberations, or should members in the opinion of ENISA not comply with the conditions set out in Article 339 of the Treaty on the functioning of the European Union or should members resign or become otherwise indisposed, they shall no longer be invited to participate in any meetings of the AHWG and may be replaced by a candidate member from the reserve list for the remaining duration of the AHWG. A candidate from the reserve list would be appointed by the Chair of the AHWG.

ENISA plans to initially select an initial number of members (up to 15 members). Depending on the needs and the perceived requirements of this AHWG to carry out its duties, ENISA may further draw more members from the reserve list, up to the maximum authorised number.

The selection of members is based on their personal capacity and on the fact that they have a demonstrable skillset in areas indicated in Section 2 and Section 10 of this document.

The members are expected to participate actively to AHWG meetings and to contribute to the work of the AHWG. It follows that a time commitment is necessary and prospective members of the AHWG need to make sure that they have such time available and if necessary request permission. A workload of 3 hours a month is foreseen for the monthly conference call and for

tasks assigned to the members, plus the participation once a year to a physical meeting which will last 1 or 2 days.

5. ORGANISATION OF THE AD HOC WORKING GROUP

ENISA staff will be designated as Chairperson (alternate Chairperson, as appropriate) and Secretariat of the AHWG. The Chairperson may select up to two vice Chairpersons from the group members to support the Chairperson for specific tasks; ENISA staff members are equally eligible to carry out vice Chairpersons tasks, beyond the above stated number, as appropriate.

The AHWG may have Rapporteur(s) who ensure that draft reports or opinions are prepared, if necessary within a set of time period. The work of the Rapporteur is terminated when the AHWG adopts the report or opinion.

The bulk of the work will be carried out remotely through video conferencing. A meeting in ENISA premises or as otherwise decided on a proposal of the Chair may occur once a year. The members of this ad hoc working group may have their transportation and accommodation pre-paid in order to participate in the meetings. Observers generally cover their own expenses.

Organisations in the broad sense of the word (including associations, trade unions, research projects) and public entities (Member states authorities, EU bodies and international organisations), may apply to become permanent observer of the ad hoc Working Group. They can take part in the discussions of the group and provide expertise, if a session is not exclusively reserved for the appointed members.

6. CONFIDENTIALITY AND DECLARATIONS OF INTEREST

The members of the AHWG, as well as invited experts and observers, are subject to the obligation of professional confidentiality according to Article 27 of Regulation (EU) 2019/881. AHWG members are also subject to the conditions of Regulation (EC) No 1049/2001 on access to documents⁴.

When members or observers of the AHWG are invited to bring forward their views on aspects or topics related to the work of the AHWG, they may need to be able to consult with their organisations or parties related to them outside their organisation to the extend necessary. They likewise need to be able to share information within their organisation or other relevant parties on a need-to-know-basis, unless the information is indicated in writing, or by announcement of the (Vice)-Chair as confidential. Information produced by the AHWG can only be made public upon prior approval of the Chair.

⁴ Regulation (EC) No 1049/2001 of the European Parliament and of the Council of 30 May 2001 regarding public access to European Parliament, Council and Commission documents. Exceptions are intended to protect public security, military affairs, international relations, financial, monetary or economic policy, privacy and integrity of the individual, commercial interests, court proceedings and legal advice, inspections/investigations/audits and the institution's decision-making process

After ENISA has published the list of appointed AHWG members, AHWG members may disclose their membership in this AHWG to the public and describe the general scope of the work of the AHWG.

The members of the AHWG are subject to the obligations of Article 25 (2) of Regulation (EU) 2019/881. Before the start of the first meeting, each member shall declare in writing, that if there are any interests that might be considered to be prejudicial to their independence in relation to the items on the agenda, he or she shall abstain from participating in the discussion of and voting on such items. This applies only to the topic of the agenda meaning that (additional) participants/AHWG members can fully participate in the meeting related to the remaining topics.

As already mentioned, the members of the AHWG are subject to the obligations of Article 27 on Confidentiality of the Regulation (EU) 2019/881. Each member of the Ad Hoc Working Group shall comply with the confidentiality requirements of Article 339 TFEU, even after their duties have ceased. Before the start of the first meeting, each member should submit in writing a confidentiality statement. The agenda of the meeting will be provided ultimately 4 working days before the start of the meeting.

If an item on the agenda is subject to abstinence of the participation in the discussion the AHWG member concerned will bring this forward without undue delay, and ultimately 2 working days before the start of the meeting.

The signed declaration forms of AHWG members are subject to Article 26 (2) of Regulation (EU) 2019/881 meaning that the Agency is obligated to make the declarations on interest public in a register. Upon the dissolution of the AHWG the declarations of interest of all members will be removed from the public register. If members leave the AHWG before the dissolution of the AHWG, the data will likewise be removed from the public register.

Observers are not required to act independently. Permanent observers express the views of the organizations or public authorities which they represent.

7. PERSONAL DATA PROCESSING

Personal data shall be collected, processed and published in accordance with Regulation (EU) 2018/1725⁵. For further information, please refer to the data protection notice that is available as a separate document with the call.

8. APPLICATION PROCEDURE

Interested individuals are invited to submit their application to ENISA via the dedicated section on the ENISA web site. Applications must be completed in one of the official languages of the European Union. However, applications in English would facilitate the evaluation procedure. If another language is used, it would be helpful to include a summary of the CV and/or the application in English. An application will be deemed admissible only if it is submitted by the deadline.

⁵ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC.

Public entities and organisations that represent a common interest and generally serve a public goal may apply to become permanent observers in the group. They should submit their interest explaining their motivation and the public goal. They will also need to include the name of the proposed permanent representative. The application must be submitted to Executive Director and sent to euskills@enisa.europa.eu. The Executive Director may accept the participation of the organisation and their representative as observer of the working group.

The list of appointed members and permanent representatives will be made public in the ENISA website.

8.1 DEADLINE FOR APPLICATION

The duly completed applications must be submitted by 23h59 EEST (Athens time) on 15th of January 2023. The date and time of submission will be established on the website upon submission of an application.

9. TERMINATION OF THE MANDATE OF THE AD HOC WORKING GROUP AND DISSOLUTION

At the moment the tasks of the AHWG are completed, the end-of-life phase of the ad hoc working group will follow. ENISA reserves the right to terminate the AHWG at any moment if there is not anymore a need for such AHWG.

10. SELECTION CRITERIA

ENISA will take the following criteria into account when assessing applications:

- Relevant competence (e.g. technical, legal, organisational or a combination thereof) and experience in the area of cybersecurity skills and in particular in the implementation of the ECSF.
- Ability to deliver technical advice at tactical level, including those of scientific or technical nature, on issues relevant to cybersecurity skills categorization, including in the above-mentioned areas of relevance for this purpose.
- Good presentation skills and public speaking, so as to act as an ambassador of the ECSF in various audiences and ability to customise the message based on the stakeholder group.
- Good knowledge of English allowing active participation in the discussions.

ENISA promotes equal opportunities and accepts applications without any concern on grounds of sex, racial or ethnic origin, religion or belief, age or sexual orientation, marital status or family situation. The composition of the AHWG will strive for gender balance depending on applications likely to be received. Applications from disabled candidates are encouraged.

For a balanced composition of the AHWG ENISA will take into account also other factors such as geographical spread of representation, coverage of different sectors of the economy, personal experience including public speaking engagements or provision of trainings/education activities, ability to liaise with the target community they represent.

The members of ad hoc working groups are selected according to the highest standards of expertise, aiming to ensure appropriate balance according to the specific issues in question.

11. SELECTION PROCEDURE

The selection procedure shall consist of an assessment of the applications performed by ENISA as appropriate against the selection criteria mentioned above in this Call, followed by the establishment of a list of the most suitable applicants and concluded by the appointment of the members of the ad hoc working group by the Executive Director of ENISA.