

# Advancing Insider Threat Mitigation (INFCIRC/908) International Working Group

## Terms of Reference

The Advancing Insider Threat Mitigation (INFCIRC/908) International Working Group (IWG) is a collection of countries and international organizations that have committed to facilitating cooperation and sustaining engagement on insider threat mitigation for nuclear security, consistent with national laws and respective international obligations, in support of the International Atomic Energy Agency (IAEA) and other international organizations and initiatives.

The Advancing Insider Threat Mitigation IWG was launched at the IAEA's 2020 International Conference on Nuclear Security (ICONS) in Vienna, Austria and was an outcome of the 2019 International Symposium on Insider Threat Mitigation in Brussels, Belgium, which was co-hosted by Belgium and the United States.

### Scope

The Insider Threat is one of the greatest risks to nuclear security. Sabotage, espionage, and terrorism are just a few of the potentially destructive and destabilizing acts that may be enabled by insiders acting alone or in concert with external entities. Insiders pose an elevated risk to nuclear security because they generally possess levels of access, authority and knowledge, that grant them far greater opportunity than outsiders to bypass existing security architecture and processes.

In consideration of this significant challenge, the United States issued IAEA Information Circular, INFCIRC/908, "Joint Statement on Mitigating Insider Threats" at the IAEA's 2016 ICONS event: Commitments and Actions.

INFCIRC/908 consists of two key pillars: (1) Commitment to support the IAEA to develop and implement an advanced, practitioner-level training course on insider threat mitigation; and (2) Implementation of measures to mitigate insider risk by taking a risk-informed graded approach.

### IWG Participation

IWG participation is open to all IAEA member states and other international organizations that subscribe to the goals and commitments of INFCIRC/908, "Joint Statement on Insider Threat Mitigation."

- *Participating Countries:* The IWG is open to interested countries that 1) have endorsed or 2) are contemplating future endorsement of INFCIRC/908. Interested countries should approach the United States or Belgium to indicate their interest in participating in the IWG.
- *Participating International Organizations:* International organizations such as, but are not limited to, the United Nations, INTERPOL, the Global Initiative to Combat Nuclear Terrorism, and IAEA, will be invited to attend IWG meetings and provide updates on implementation of insider threat mitigation efforts by their respective organizations, and coordination of efforts, where applicable.

Participation in the IWG requires a commitment to INFCIRC/908 and support of the IAEA and the international community in mitigating the insider threat risk to nuclear or other radioactive materials; a pledge to develop a national-level and agency- or facility-specific insider threat mitigation policy and program; and to collaborate between facility-level organizations.

### **Governance**

- The IWG will be co-chaired by United States and Belgium.
- The co-chairs will convene IWG meetings and develop meeting agendas, which will be adopted by the IWG at the beginning of each meeting.
- The co-chairs will also be designated as points of contact for receiving and responding to IWG participation requests. The co-chairs will inform IWG members of such requests.
- As co-chairs of the IWG, the United States and Belgium will also lead the Steering Committee. The Steering Committee will be comprised of the co-chairs plus ten countries from around the world that are subscribers to INFCIRC/908.
- The Steering Committee will: (1) guide the development of an IWG strategy and lead its implementation; (2) plan the IWG's activities; and (3) organize Focus Groups to explore the five areas that were identified at the 2019 International Symposium on Insider Threat Mitigation, as issues warranting further exploration.
- There will be five Focus Groups: nuclear security culture, trustworthiness, technical measures, cybersecurity, and national policy and regulatory frameworks.
- The Focus Groups will meet during the annual IWG meeting.
- To the extent possible, the co-chairs will also promote leadership roles for participating IWG countries to develop and demonstrate their expertise and commitments to INFCIRC/908.
- The co-chairs will also serve as a point of contact for non-governmental experts, nuclear industry, and academia, in the effort of the IWG to maintain and develop linkages with these stakeholders, as agreed by the IWG.
- In the rare event of the IWG taking substantive decisions, such as a public statement on behalf of the IWG, it will be decided by consensus.

### **Meeting Logistics**

- The IWG will convene annually on the margins of other nuclear security-related meetings, to the extent possible.
- The annual IWG meetings will cover a broad range of insider threat mitigation-related issues, including identifying emerging trends that may require more focused attention.
- Should the need arise, the IWG could hold additional meetings. In order to ensure appropriate representation, meetings would normally be held in conjunction with nuclear security-related meetings.

### **Tasks**

- Convene annually, and, as may be useful, in connection with other related meetings.
- Promote, assess, and share implementation of INFCIRC/908 commitments.
- Discuss a broad range of insider threat mitigation-related issues, including identifying emerging trends that may require more focused attention.

- Develop and maintaining linkages to non-governmental experts, industry, and academia.
- Determine any additional steps that may be appropriate to support the aims.

#### **Information Sharing Resources**

- Information pertaining to IWG meetings, such as agendas and logistics, will be shared by the co-chairs via email distribution lists to IWG points of contact.
- Information of enduring value pertaining to the IWG and its activities will reside on an IWG website, which will be administered by the US Department of Energy. The IWG website will serve as a “one-stop” portal for all things related to insider threat mitigation for nuclear security.
- The co-chairs may produce a summary of the IWG meetings and distribute it among members for their information.

**PLACEHOLDER: Add signature lines for Co-chairs and Steering Committee country representatives.**

DRAFT