

KNOW YOUR INSIDERS

Newsletter of the Advancing
INFCIRC/908 “Mitigating Insider Threats”
International Working Group

NOVEMBER 2024

WHAT IS INFCIRC/908?

The International Atomic Energy Agency (IAEA) Information Circular 908 (INFCIRC/908), “Joint Statement on Mitigating Insider Threats,” consists of two major focus areas:

- 1) commitment to support the IAEA in developing and implementing an advanced, practitioner-level training course on insider threat mitigation, and
- 2) implementation of measures to mitigate insider threats by taking a risk-informed, graded approach.



INSIDER THREAT MITIGATION

INFCIRC/908 International Working Group Update Newsletter

From Co-Chairs:

Ms. Christine Bent and Mr. Rony Dresselaers

Our community of practice has achieved much in the last couple of years. First, we are pleased to announce that Slovakia, Lithuania, Paraguay, and Poland have newly subscribed to INFCIRC/908, and we enthusiastically welcome our newest partners. Secondly, the Steering Committee has now met in person twice (March 2023 and November 2024), providing valuable opportunity to connect and collaborate. Additionally, in September 2023, the Practitioner Workshop for Insider Threat Mitigation at Nuclear and Radiological Facilities brought together 36 practitioners from 21 countries. We thank all who contributed to or attended this five-day event.

Our focus groups and experts worked hard to prepare for the 2024 International Symposium in March, where insider threat mitigation experts and practitioners from around the globe met for three days of discussion and collaboration on important security topics. During the Symposium, we also announced the sunsetting of the focus group structure and Revision 1 of INFCIRC/908.

We look forward to seeing how our community of practice will continue to grow. Nuclear security faces many challenges, and this community continues to lead by example.

WELCOME NEW SUBSCRIBERS



Slovak Republic
(August 2023)



Lithuania
(February 2024)

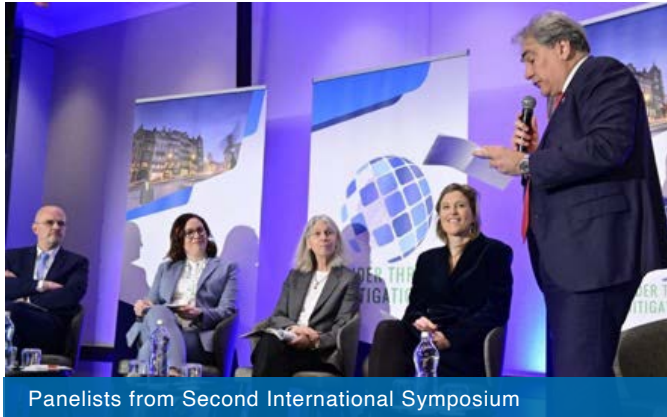


Paraguay
(May 2024)



Poland
(July 2024)

SECOND INTERNATIONAL SYMPOSIUM



Panelists from Second International Symposium

The Second International Symposium on Insider Threat Mitigation took place March 5-7, 2024, in Brussels, Belgium, with the theme “Expect the Unexpected: Exploring Multidisciplinary Approaches to Insider Threat Mitigation.” The purpose of the Symposium was to showcase meeting commitments per the 2016 Joint Statement on Mitigating Insider Threats (INFCIRC/908) while developing and fostering an integrated insider threat mitigation community for the nuclear security domain. The three-

day symposium with approximately 200 participants representing more than 50 countries, featured engaging panel discussions, interactive sessions, and networking with practitioners. Participants experienced hands-on demonstrations, conducted interactive exercises, showcased key accomplishments achieved since the first symposium in 2019, and discussed topics related to mitigating insider threats. More information, including all session content, is available on our [website](#). Read more in the [Post-Symposium Report](#).

ICONS SIDE EVENT



Panelists from ICONS event in Vienna

In May 2024, Belgium hosted a side event at the IAEA's International Conference on Nuclear Security (ICONS) titled “Know Your Insiders: The Way Ahead for International Cooperation on Insider Threat Mitigation.” The event was well attended, with standing room only. Belgian Ambassador Caroline Vermeulen and U.S. Assistant Deputy Administrator Christine Bent provided opening remarks and an overview of the purpose and objectives of INFCIRC/908. Rony Dresselaers of the Belgian Federal Agency for

Nuclear Control (FANC) then reviewed the history of the INFCIRC/908 efforts and accomplishments, including the announcement of the two newest subscribers, Poland and Paraguay. After a short highlights video, a panel of subscribers featuring representatives from France, Switzerland, Slovenia, Slovakia, Lithuania, and INTERPOL, discussed factors that ultimately led to their subscribing to INFCIRC/908 and their experiences since.

INFCIRC/908 International Working Group Update Newsletter

At the Second International Symposium, the International Working Group (IWG) announced Revision 1 to INFCIRC/908.

The revision has two aims:

1 | To reflect on international accomplishments in practice



2 | To promote subscriber commitments, showcase subscriber leadership and expertise, and promote use of the tools and resources developed by the IWG



To endorse the Revision, subscribers should request their Mission to International Organizations in Vienna send formal notification of endorsement to the U.S. Mission in Vienna. Non-subscribers can learn more about INFCIRC/908 and the benefits of subscribing by accessing more information online.



https://insiderthreatmitigation.org/infcirc_908

STEERING COMMITTEE MEETINGS

INTERNATIONAL WORKING GROUP CONDUCTS FIRST IN-PERSON MEETING

In March 2023, FANC hosted the first in-person Advancing INFCIRC/908 International Working Group (IWG) Steering Committee Meeting in Brussels, Belgium. This was the first time the IWG Steering Committee members met face-to-face since the founding of the IWG in 2020. All previous meetings were held virtually due to the COVID-19 pandemic. Attendees included members of the U.S.-Belgium planning team, the IWG Co-Chairs, and Steering Committee members from Canada, Finland, Hungary, Israel, Japan, Jordan, and Morocco. During the meeting, IWG members discussed the status of focus group activities, identified new opportunities for collaboration, and began initial planning and preparation for the 2nd International Symposium on Insider Threat Mitigation.



The Advancing INFCIRC/908 International Working Group Steering Committee members and planning team met in Brussels, Belgium, March 2023

Second In-Person Steering Committee Meeting

From November 12-14, 2024, Steering Committee members of the Advancing INFCIRC/908 IWG convened the second in-person meeting in Brussels, Belgium. Attendees included members of the U.S.-Belgian planning team, the IWG Co-Chairs, and Steering Committee members from Canada, Finland, Hungary, Jordan, and Malaysia. Topics discussed included Committee member roles and responsibilities, affirmation of the outreach strategy, and outyear planning including a bimonthly webinar series.

Virtual Steering Committee Meetings

Five virtual Steering Committee meetings were conducted between June 2023 and October 2024. Major topics of discussion included the September 2023 Practitioner Workshop and planning for the March 2024 International Symposium. In addition, we welcomed a new Co-Chair from the U.S., Ms. Christine Bent, Assistant Deputy Administrator, Office of Global Material Security, National Nuclear Security Administration, U.S. Department of Energy.



The Advancing INFCIRC/908 Steering Committee and Planning Team Met in Brussels, Belgium, November 2024

PRACTITIONER WORKSHOP FOR INSIDER THREAT MITIGATION AT NUCLEAR AND RADIOLOGICAL FACILITIES



INFCIRC/908 International Practitioner Workshop for Mitigating Insider Threats at Nuclear & Radiological Facilities
September 18-22, 2023
Sandia National Laboratories, Albuquerque, NM, USA

In September 2023, 36 practitioners and assessors from 21 countries traveled to Sandia National Laboratories (SNL) in Albuquerque, New Mexico, United States, for a 5-day workshop on advanced Insider Threat Mitigation topics. Each day featured a key theme: pre-employment vetting and trustworthiness determination, continued reliability of trustworthiness determinations, physical protection and technical measures, cybersecurity, program sustainability, INFCIRC/908 Focus Groups, and academia.

The workshop went beyond presentations and expert panel discussions to provide hands-on, interactive activities. Participants went on guided tours of SNL's mock facilities for power reactors, research reactors, and radiological facilities, and participated in demonstrations and discussions. The workshop also included several in-depth interactive and scenario-based activities that provided the basis for productive discussions on security culture, physical protection, cybersecurity, and behavioral red flags. A highlight included a demonstration showing a camera-tampering cyberattack with potential mitigations. There were also opportunities for participants to discuss good practices, current challenges, and approaches to insider threat mitigation. For example, each day concluded with small group discussions where attendees reviewed key themes of the day and shared their experiences. Representatives from the INFCIRC/908 focus groups shared their milestones and products, which included survey results and new exercises.

BELGIUM-FRANCE SYMPOSIUM ON THE INSIDER THREAT

In July 2023, in Paris, the French nuclear security authority, the Département de la sécurité nucléaire, with the support of FANC, the Belgian nuclear regulatory authority, organized a symposium on the insider threat. The goal of the symposium was to raise awareness of the various facets of the insider threat mitigation measures and provide benchmarks for better protective measures. It was attended by 277 participants, mainly from France, but also from Belgium, Germany, and the USA. Participants included nuclear power plant operators and representatives of other relevant authorities.

SOCIETAL CULTURE INFLUENCE ON NUCLEAR SECURITY CULTURE: UNDERSTANDING SOCIETAL CULTURAL DYNAMICS TO PROACTIVELY MITIGATE SECURITY RISKS

The Institute for Nuclear Material Management (INMM) and European Safeguards Research and Development Association (ESARDA), both professional societies, held a joint Annual Conference in Vienna, Austria in May 2023. A panel session was convened on national culture and the impact national cultures have on security culture. The panelists shared lessons learned, unique operational experiences, and factors for conference participants to consider as they evaluate their site's own security culture. The panel was well supported with a full room of participants who asked engaging and thoughtful questions.

During the IAEA's International Conference on Nuclear Security (ICONS), experts who participated at the 2nd International Symposium on Insider Threat Mitigation presented a jointly authored paper on the cultural influences and dimensions effecting strong nuclear security culture. Experts included Lior Gabbay (Israel), Paulo Bianchi (Brazil), Viva Ibrahim (Nigeria), Eric Gosset (France), Carly Speranza (USA), Travis Van der Velden (Australia) and Pat Lynch (USA). The paper was included as part of the ICONS Flash Presentations on Thursday, May 23rd and can be found in the ICONS proceedings.

Additionally, some of these experts reconvened at the Institute of Nuclear Materials Management (INMM) 65th Annual Meeting from July 21-25, 2024. An expert panel was organized to share international good practices and experiences when considering national culture factors within a nuclear security culture. These panelists included Lior Gabbay (Israel), Paulo Bianchi (Brazil), Viva Ibrahim (Nigeria), Carly Speranza (USA), Kanokrat Tiyapun (Thailand) and Badrul Hisham bin Abdullah (Malaysia). This panel have also begun developing a quick reference guide which highlights national cultural considerations when evaluating a nuclear security culture.

UPCOMING EVENTS

Preventive and Protective Measures Against Insider Threats **Self-directed; 3 hours, 20 minutes**



<https://www.iaea.org/online-learning/courses/386/preventive-and-protective-measures-against-insider-threats>

Webinar Series on Insider Threat Mitigation **Live-stream; 60-90 minutes**

This webinar series will showcase selected content from the 2nd International Symposium on Insider Threat Mitigation held in March 2024 in Brussels. To advance the core tenants of INFCIRC/908 and Revision 1, the Advancing INFCIRC/908 International Working Group intends to grow the community of practice by sharing lessons learned and the exchange of good practices through this bimonthly webinar series.



Register to attend and learn
more about the webinar series at:
[https://www.insidethreatmitigation.org/webinars.](https://www.insidethreatmitigation.org/webinars)