



INSIDER THREAT MITIGATION

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PANEL DISCUSSION: INFCIRC 908 “INSIDER THREAT MITIGATION”

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CO-HOSTED BY  **NISA**  **FANC**
Nuclear Security Administration federal agency for nuclear control

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Introduction

- Latin America — Peaceful Region, “faraway” from any major conflict in the world
- Long lasting nuclear tradition, close and “small” — “We all know each other from College, I am not the adversary, I am your friend/godfather of your child, etc”
- Nuclear Safety culture, not security — “This is not going to happen here”
- Region with a long history of Authoritarian Regimes doing “internal intelligence” - Enemy on the inside. “Big Brother” fear
- Strong civil society, strong workers union — Security vs politics
- Industry with a large state-own presence — Where are the boundaries? “Drug problem is a personal problem? ”



Experience

- “Give yourself to the Dark Side” — Motivate employees, encourage sense of belonging — “I work for the CNEA, I am the CNEA” — MOTIVATE TO AVOID MOTIVATION
- Encourage nuclear security culture — “You work in the nuclear sector, our industry could have severe consequences in the wrong hands”
- Encourage civil servant career, sense of ownership
- Raise awareness — workshops, flyers, trainings. THIS IS AN ISSUE, THE THREAT IS REAL
- Encourage real (and applicable) protocols and procedures for vetting of personnel, and actual use them



Experience (II)

- “One policy-multiple implementation” — Customize measures to each site. Each nuclear installations houses diverse type of facilities, therefore, has different kinds of employees
- Systemic and sustain actions on safety and security so the activities are carry out according to the principles of prevention and mitigation. Technical + Administrative Measures
- Encourage good practices, protocols and interagency coordination. “Foreign students/researchers stays”. Prevent outsider to become insider.
- “Everyone need to comply with rules, even you, Boss”
- Licensing personnel periodically — window of opportunity to prevent insiders. “Multi stage licensing”: Re-training/Re-vetting

Next Steps



- Harmonize an insider threat mitigation policy across the nuclear sector
- Update and upgrade the Regulatory Norms to include this “new threats” — “New World - New Adversaries = New norms!”
- Continue updating and implementing the three main pillars:
 - Possible targets - Critical installations
 - Potential adversaries
 - Counter measures actions
- Share experiences and lessons learned — Regional Workshops
- Endorse INFCIRC 908 — Deterrence measure
- Explore ways to implement a potential HRP