

KNOW YOUR INSIDERS

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

JANUARY 2023



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 risk by taking a risk-informed, graded approach.

2022 IN REVIEW

From Co-Chairs: Messrs. Art Akins (United States) and Rony Dresselaers (Belgium)

As things looked poised to return to normal in 2022, the post-pandemic world we have found ourselves in has looked anything but normal. Two years in semi-isolation have changed our communities, our workplaces, and our lives in unexpected ways. While we are grateful to again be able to meet each other in-person, we recognize the renewed importance and challenges posed by the insider threat in this new reality.

Furthermore, 2022 was a year of unprecedented threats to nuclear security, though the impacts of this year have extended far beyond the nuclear sector. The mere existence of Ukraine, one of our subscriber states, has been threatened, and together we have witnessed unspeakable tragedies there. We stand ready to face these new security challenges together. We stand in solidarity with Ukraine and our other partners.

This has been more than a year of challenges, and we have achieved some important milestones. We met one of our two objectives, as set out in our original mandate in INFCIRC/908, with the hosting of a new advanced, practitioner-level training course on insider threat mitigation in Belgium. We also held two virtual steering committee meetings, and our focus groups have been diligently at work.

As we ring in the New Year, we look forward to the opportunities 2023 holds. Our efforts continue, inspired by our potential and the realization that this is more than a community of interest —we are a community of practice. We look forward to seeing you all soon.

2022: A YEAR OF PROGRESS

COLLABORATE, DEVELOP, AND DELIVER

THIRD VIRTUAL STEERING COMMITTEE MEETING

26 JANUARY 2022

In January, 28 participants, representing 10 of the 12 subscriber states comprising the Advancing INFCIRC/908 Steering Committee, met virtually to continue the dialogue and progress of the International Working Group (IWG). The meeting began with a review of the progress the IWG has made since its inception, despite a global pandemic. Following the recap of 2020–2021, representatives from the five focus groups provided updates on their progress and challenges in meeting their respective mandates. The Steering Committee also discussed the methodology and progress of the ITM Lexicon, which highlighted the need for such a document and how it might be employed by the international community of practice. The meeting concluded with a discussion of next steps, providing a roadmap to the next international symposium.

WINS INTERNATIONAL BEST PRACTICES WORKSHOP ON INSIDER THREAT MITIGATION IN THE NUCLEAR SECTOR WEBINAR, 17-23 FEBRUARY 2022

The World Institute for Nuclear Security (WINS), in collaboration with CRDF Global, convened a limited participation workshop which included expert presentations, plenary and group discussions, and a table-top exercise. Core content enabled participants to explore the motivations, intentions, and capabilities of insiders using real examples and case



studies; the role of various stakeholders involved in the identification and mitigation of internal threats; and methodologies for program evaluation, in addition to other topics. Steering Committee members from Belgium and Nigeria provided national-level insights and highlighted the aims and goals of the INFCIRC/908 International Working Group as a forum to share good practices and lessons learned.

IAEA CONFERENCE OF THE PARTIES TO THE A-CPPNM 2022 SIDE EVENT

31 MARCH 2022

The KNOW YOUR INSIDERS side event was held on 31 March at the Conference of the Parties to the A-CPPNM. The event tied ITM initiatives to the A-CPPNM framework and highlighted the work of the International Working Group, the progress of the advanced, practitioner-level course, and the drafting of the international ITM lexicon. The event also featured presentations from three subscriber states —France, Switzerland, and

Japan —which provided insight into their national approaches to ITM, reasons for subscribing to INFCIRC/908, and key lessons learned.

AFRICA REGIONAL ITM WORKSHOP

UGANDA (HYBRID), 27-29 SEPTEMBER 2022

A 3-day hybrid event held in collaboration with the Uganda Atomic Energy Council (UAEC), the Nigerian Office of National Security Advisor (ONSA), and the United States Department of Energy’s Offices of International Nuclear Security (INS) and Radiological Security (ORS), the workshop provided a forum to share good practices, lessons learned, and international guidance on the topic of insider threat mitigation. With 102 total participants from 12 countries, the event offered participants the opportunity to interact with realistic scenarios and across a spectrum of functional areas. It also provided a forum for participants to hear more about the resources and benefits provided through 908 subscribership.

HUNGARY REGIONAL INSIDER THREAT MITIGATION WORKSHOP

14-17 NOVEMBER 2022

Jointly hosted by the Hungarian Atomic Energy Authority (HAEA) and the United States Department of Energy, National Nuclear Security Administration Office of International Nuclear Security (INS). The Insider Regional Event on Evaluation of Insider Mitigation Systems presented a unique opportunity to open a dialogue focusing on how the global community currently addresses and could work together to improve methods for effectiveness evaluations of insider threat mitigation systems, specifically discussing the potential to quantify system effectiveness against an insider. Bringing together experts from seven countries over four days, the event focused on discussing the current state of evaluation methods for preventive and protective mitigations through panels, large group discussion, and small group interactive break outs. Themes of the event included framing the current state, measuring behavioral observation and trustworthiness, path analysis methodologies and data streams to evaluate protective measures, quantifying commitment to nuclear security, and effectively integrating systems.



WINS TRAINING COURSE: ITM PROGRAMMES FOR REGULATORS AND OPERATORS

MALAYSIA, 6-9 DECEMBER 2022

The World Institute for Nuclear Security (WINS), with support from the Department of Energy’s Office of International Nuclear Security (INS) held a 4-day training event in Kuala Lumpur on Nuclear Security Regulation and Insider Threat Mitigation Programs for Regulators and Operators. The training gathered

participants from Egypt, Indonesia, Jordan, Libya, Malaysia, Pakistan, and South Africa. The event garnered a high level of participation as participants worked through a series of small group exercises and discussions. In addition to the classroom style engagement, the participants visited the Triga Puspati Research Reactor operated by the Malaysian Nuclear Agency. The event also included a presentation by Malaysia on their experience as a subscriber to INFCIRC/908.



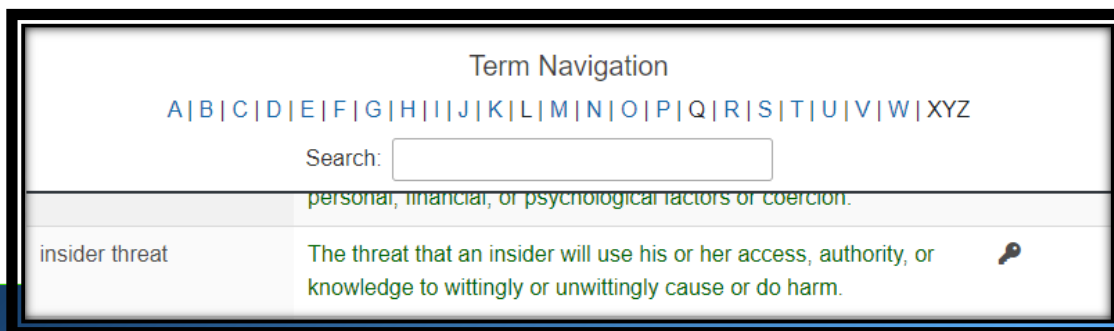
FOURTH VIRTUAL STEERING COMMITTEE MEETING

6 DECEMBER 2022

In the fourth and most recent Steering Committee meeting, participants kicked off the event by welcoming our new representatives and engaged in a round of dialogue on why insider threat mitigation is a topic of interest. Updates were provided by the focus groups, which highlighted tremendous progress. Notable were the Cybersecurity Focus Group’s development of three videos and 11 factsheets based on insider threat case studies and the draft survey developed jointly by the National Policy and Regulatory Frameworks Focus Group and the Trustworthiness and Reliability Focus Group, which will be circulated in early 2023. The group heard readouts from the recent A-CPPNM side event and the Advanced Practitioner International Training Course. Additionally, attendees previewed the draft International Lexicon for Insider Threat Mitigation. In closing, the co-chairs, Mr. Art Atkins (USA) and Mr. Rony Dresselaers (Belgium), provided an exciting look at the proposed events for 2023 and beyond.

INTERNATIONAL LEXICON FOR INSIDER THREAT MITIGATION

One of the key goals for the Advancing INFCIRC/908 International Working Group is to develop an international community of practice. Integral to this effort is the fostering of a common understanding of terminology, which enables not only the success but also the sustainability of the community. The international ITM lexicon compiles definitions from the IAEA and other guidance documents, distilling the key aspects of terms to bridge the gap across cultures, languages, and other barriers to a shared understanding of insider threat mitigation. The draft has been circulated for review and comment and is pending finalization and publication. We encourage your review and feedback. Access the lexicon at <https://insiderthreatmitigation.org/lexicon>.





IAEA ADVANCED, PRACTITIONER-LEVEL TRAINING COURSE ON PREVENTIVE AND PROTECTIVE MEASURES AGAINST INSIDER THREATS 5-9 SEPTEMBER 2022

INFCIRC/908, at its core, comprises two main commitments. The first commitments made by subscriber states is support of the IAEA's efforts to develop and implement an advanced, practitioner-level training course on preventive and protective measures against insider threats. In September 2022, the INFCIRC/908 community again made good on that promise.

The course focused on the practical implementation of ITM measures to prevent unauthorized removal of regulated material and sabotage at nuclear and radiological facilities. Leveraging a performance-based methodology for defining, designing, and evaluating ITM programs, participants were guided on ways to apply the practical skills learned to develop a risk-informed, graded approach to ITM appropriate for their facility type and needs. Of note, the five IWG focus groups supported the development of practical training content equally applicable to nuclear and radiological facilities.

More than 100 people from nuclear and radiological facilities participated in the training, both in-person and online, representing nearly thirty different IAEA Member States. The event was hosted by the Belgian Federal Agency for Nuclear Control (FANC) in Antwerp, Belgium. It was the first time the course was held outside the United States.



#GotNuclearInsiders?

LOOKING AHEAD

SHARE AND SUSTAIN

Planning for the next International Symposium is a priority for the coming year. With a full slate of activities planned by the IWG Focus Groups and multiple upcoming opportunities to promote the ongoing work of the INFCIRC/908 community, 2023 promises to be a pivotal and engaging year.

The community will again focus on sharing the successes and experiences of its subscriber states. The compelling stories of our community will remain the cornerstone of the IWG’s engagement strategy. We will continue to recruit advocates at the regional and international levels, as well as from industry and academia. And we seek platforms for demonstrating the leadership and contributions of our subscriber states.

Finally, as the 2024 International Symposium draws nearer, there will be a major push to plan and prepare for this event. As the first major opportunity since the onset of the pandemic to meet in-person as a community, we have high expectations for the symposium. We will unveil the products of the hard work of the focus groups and continue efforts to grow our membership.



KEY DATES

In-person Steering Committee Meeting
7-9 March 2023, Brussels, Belgium

INMM-ESARDA Annual Meeting
22-26 May 2023, Vienna, Austria

Conference on Computer Security in the Nuclear World: Security for Safety
19-23 June 2023, Vienna, Austria

INFCIRC/908 Subscriber Workshop for Practitioners
18-22 September 2023, USA

FOR MORE INFORMATION

Follow us at
<https://www.insiderthreatmitigation.org>

Contact us at
INFCIRC908-IWG@llnl.gov