

KNOW YOUR INSIDERS

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

MARCH 2026

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**

2016 - 2026
10TH ANNIVERSARY

INFCIRC/908 International Working Group Update Newsletter

From Co-Chairs: Ms. Christine Bent and Mr. Rony Dresselaers

As we recognize the 10-year anniversary of the Advancing INFCIRC/908 International Working Group, we are reminded of the unwavering dedication and collective strength of our community of practice. Each milestone achieved in 2025 demonstrates the power of collaboration and the commitment to advancing nuclear security across the globe.

This year, we enthusiastically welcomed two new subscriber nations, Ghana and Kenya, further broadening the scope of INFCIRC/908 and ensuring our reach continues to grow.

Our gatherings throughout the year provided meaningful opportunities to share expertise and strengthen our community efforts. In March, the African Regional Symposium on Insider Threat Mitigation at Nuclear and Radiological Facilities convened in Cape Town, South Africa, bringing together specialists and practitioners from across the continent. This was followed by an enriching October workshop focused on the nexus of artificial intelligence and insider threat mitigation (ITM), specifically tailored for French-speaking Africa. November saw another engaging workshop in Budapest, Hungary, dedicated to exploring high-risk behaviors and their relevance to ITM.

In addition to these regional events, our community connected remotely through a series of webinars, offering accessible and timely discussions on vital security issues. Together, these initiatives amplified our shared knowledge and reinforced the critical insights necessary to address evolving challenges.

Finally, we are pleased to share that the Co-Chairs and steering committee members approved the two-year workplan for 2025–2027. This roadmap will guide us in pursuing innovative solutions, deepening partnerships, and ensuring our working group continues to serve as a leader in nuclear security.

Thank you to everyone who contributed to our efforts throughout the year. Your expertise, collaboration, and commitment continue to advance the essential work of ITM. We look forward to the progress our community will achieve together in the years ahead.

WELCOME NEW SUBSCRIBERS



Ghana



Kenya

WEBINAR SERIES: ADVANCING GLOBAL AWARENESS ON INSIDER THREAT MITIGATION

In 2024, the Advancing INFCIRC/908 International Working Group (IWG) launched a bimonthly webinar series following the successful 2nd International Symposium on Insider Threat Mitigation, co-hosted by Belgium and the United States in March 2024. This initiative aimed to amplify key insights from the Symposium and foster global collaboration in ITM for nuclear and radioactive materials.



The series kicked off with the inaugural webinar, *The Critical Pathway to Insider Risk*, presented by Dr. Bill Claycomb on December 11, 2024. Dr. Claycomb introduced the *Critical Pathway to Insider Risk*—a behavioral model rooted in empirical research designed to identify indicators of malicious insider behavior. He shared the model’s developmental journey, its validation through rigorous studies, and its application in operational insider threat programs, providing attendees with actionable strategies for risk identification and management.



On February 26, 2025, the second webinar featured Ms. Kim Covent from Belgium, who explored insider threats in the context of art and heritage crime. Analyzing historical art thefts and high-profile cases, Ms. Covent outlined insider threat motivations, risks, and mitigation strategies. Her integrated approach, combining preventive and repressive measures, offered a structured framework for addressing insider threats in sensitive sectors.



The third webinar on April 23, 2025, presented by Dr. Frank Greitzer, focused on leveraging behavioral science to proactively mitigate insider threats. Drawing on two decades of research, Dr. Greitzer introduced the *Sociotechnical and Organizational Factors for Insider Threat* indicator ontology, which forms the foundation for dynamic pattern-based threat models. He shared insights from expert knowledge elicitation studies and discussed innovative approaches to modeling insider threat analysis, providing attendees with strategies for confronting the technical and human complexities of the problem.



Dr. Helge Kröger led the fourth webinar, *Concerning Explosives and Radioactive Materials Stashes*, on July 25, 2025. Drawing from his experience as Section Head for Safety and Security of Radiation Sources at the Federal Office for Radiation Protection (Germany), Dr. Kröger emphasized the urgency of addressing insider risks related to radioactive materials and explosives. He reviewed recent cases demonstrating that nuclear materials misplaced in the past may still pose security threats today. His presentation underscored the need for minimizing radioactive material usage and developing proactive insider identification strategies to prevent misuse in scenarios such as dirty bomb threats.



The final webinar of the series took place on September 17, 2025, with Dr. Gary Ackerman presenting on *Advanced Red Teaming to Evaluate and Enhance Insider Threat Mitigation Processes*. As Professor of Homeland Security at the University at Albany, Dr. Ackerman explored how cutting-edge red teaming techniques—designed to emulate adversary actions and test defenses—could be applied to insider threat management in the nuclear sector. Highlighting experimental, scalable applications, he demonstrated how these methods can reveal vulnerabilities, strengthen defenses, and advance insider threat programs.

Across the series, over 500 individuals from 90 countries participated, reflecting the truly global reach of the IWG's efforts. These webinars exemplify the commitment of INFCIRC/908 to fostering collaboration and sharing best practices in ITM worldwide.

Looking ahead, this webinar series will continue to serve as a platform for expert insights and knowledge exchange. For information on upcoming sessions and recordings of past webinars, please visit the Advancing INFCIRC/908 website at <https://insiderthreatmitigation.org/activities/webinars/>.

AFRICAN REGIONAL SYMPOSIUM ON INSIDER THREAT MITIGATION AT NUCLEAR AND RADIOLOGICAL FACILITIES

In March 2025, DOE/NNSA's Office of International Nuclear Security (INS) and Koeberg Nuclear Power Station co-hosted the African Regional Symposium on Insider Threat Mitigation at Nuclear and Radiological Facilities in Cape Town, South Africa. The symposium gathered stakeholders from 16 countries to address ITM challenges across Africa, emphasizing the importance of tailoring strategies to local cultural contexts for greater effectiveness.

The event provided a platform for diverse participants, including representatives from nuclear regulators, facility operators, industry professionals, response organizations, and competent authorities from Cameroon, Democratic Republic of Congo, Egypt, Ghana, Kenya, Libya, Morocco, Nigeria, South Africa, Tanzania, Tunisia, Uganda, the United Kingdom, and the United States. Discussions centered on implementing graded approaches to ITM, overcoming cultural challenges, and fostering collaboration across the continent.

A key highlight was the showcase of the Joint Statement on Mitigating Insider Threats (INFCIRC/908). The symposium fostered the development of an integrated ITM community of practice for the nuclear security domain in Africa, encouraging ongoing knowledge-sharing and cooperation. Participants engaged in dynamic activities that included case studies, expert panels, networking sessions, and discussions on the impact of emerging technologies on ITM policies and practices.

The event underscored the importance of subscribing to INFCIRC/908 as a way for countries to demonstrate commitment to advancing nuclear security at national and regional levels. Six countries expressed concrete interest in becoming signatories, with several already beginning the process.

Ultimately, the symposium succeeded in building regional expertise and promoting collaboration in ITM, creating a foundation for sustainable improvement across Africa's nuclear security sector.



African Regional Symposium on Insider Threat Mitigation at Nuclear and Radiological Facilities | 10 – 13 March 2025

BEHAVIOR OBSERVATION (BOP) & FITNESS FOR DUTY (FFD) PROGRAM WORKSHOP HELD IN MALAYSIA

The workshop was held April 21–24, 2025, at the Marriott Putrajaya Hotel, Malaysia. Co-hosted by the NNSA and the Malaysian Nuclear Agency, the event focused on strengthening ITM programs through advanced human measures. Approximately 30 participants attended from key Malaysian agencies, including the Malaysian Nuclear Agency, Department of Atomic Energy Malaysia, Ministry of Health, the Office of the Chief Government Security Officer, and academic institutions. The program was structured into seven modules covering foundational principles of BOP and FFD, relevant legal and regulatory frameworks, balancing organizational and individual interests, multi-layered approaches to trustworthiness, structured development practices, and defined interagency roles and responsibilities. Case studies and interactive discussions reinforced practical application of the content. Participants gained knowledge to support human reliability program development within their facilities, contributing to national efforts to enhance nuclear and radiological security. The workshop also promoted stronger interagency coordination and alignment with international best practices.



WEBINAR SPOTLIGHT: BUILDING A RESILIENT SECURITY CULTURE

On June 5, 2025, NNSA’s Office of Radiological Security, in collaboration with Pacific Northwest National Laboratory, hosted an engaging webinar titled “Building a Resilient Security Culture: Addressing the Human Element.” This session brought together 71 participants from 7 countries and 43 facilities to explore the critical role of people in strengthening physical security programs.

While physical security systems often emphasize technology, the webinar highlighted that even the most advanced systems are only as effective as the workforce that supports them. Creating a resilient security culture—centered on education, accountability, and shared responsibility—is essential for the long-term success of security programs.

The webinar opened with a discussion on the evolving threat landscape and the vital role of the human element in ensuring security sustainability.

Participants gained valuable insights from three featured speakers, who shared best practices and real-world lessons:

- Chris Mitchell, System Radiation Safety Officer at Kettering Health
- Julie Rupp Felice, Director of Radiation Safety/Radiation Safety Officer at Intermountain Health
- Dr. Richard Harvey, Director of Radiation Safety & Radiation Safety Officer at Roswell Park Comprehensive Cancer Center

This webinar underscored the importance of cultivating a security-conscious workforce to transform standard security programs into resilient, effective systems.



Institutions grapple with insider threats that have disastrous consequences. Mitigating these threats must be prioritized to ensure stability of Institutions and their processes



Isaac, Kenya Nuclear Regulatory Authority



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<https://insidethreatmitigation.org/joint-statement/>

REGIONAL WORKSHOP FOR FRENCH-SPEAKING AFRICA: ADDRESSING THE NEXUS OF ARTIFICIAL INTELLIGENCE AND INSIDER THREAT MITIGATION

The Regional Workshop on Artificial Intelligence (AI) and Insider Threat Mitigation (ITM), hosted by the Moroccan nuclear regulator authority, AMSSNuR, took place in Rabat, Morocco, from October 21 to 23, 2025, bringing together 35 participants from French-speaking African countries. This three-day workshop was designed to explore the integration of AI into ITM practices, addressing both opportunities and risks associated with emerging technologies. Hosted under the "Impact from Technology" theme of the Advancing INFCIRC/908 International Working Group, the event focused on enhancing regional capacity, identifying challenges, and fostering collaboration through good practices and frameworks.

Attendees actively participated in sessions conducted in French, which created an engaging and relaxed atmosphere that encouraged candid discussions. The workshop covered foundational AI concepts, case studies, implementation challenges, and human reliability programs, as well as ethical, legal, and cybersecurity frameworks. Participants appreciated real-life examples, scenario-based exercises, and video content that expanded their understanding of AI applications beyond general tools like ChatGPT. The growing interest in AI literacy, workforce development, and regulatory preparedness was evident throughout the workshop.

Countries such as Cameroon, Madagascar, and the Democratic Republic of Congo expressed interest in subscribing to INFCIRC/908, recognizing the value of increased sub-Saharan representation. Senegal committed to integrating AI literacy training into universities and boosting research publications, while Rwanda reaffirmed its focus on sharing workshop insights within its nuclear program despite its early

development phase. Madagascar also committed to disseminating knowledge among organizations during its ongoing government transition. Practical deliverables included the drafting of a regional compendium of good practices by AMSSNuR and the collection of workshop materials in both English and French for future reference.

The workshop demonstrated the importance of fostering human-centered approaches while addressing insider threats through technological innovations. It successfully built momentum for regional collaboration, with concrete follow-up actions such as AMSSNuR exploring the creation of a French-speaking African sub-chapter under INFCIRC/908 and Morocco convening a side event at IAEA CyberCon26 to present outcomes. By generating insights around AI readiness, ethical frameworks, and cybersecurity models, the workshop laid the foundation for continued innovation and cooperation in nuclear security across Africa.



INFCIRC/908 2025 Regional Workshop for French-Speaking Africa: Addressing the Nexus of Artificial Intelligence and Insider Threat Mitigation October 21-23, 2025 – Rabat, Morocco

<https://insidethreatmitigation.org/2025-regional-workshop-for-french-speaking-africa/>

REGIONAL WORKSHOP ON RISK REDUCTION OF HIGH-RISK BEHAVIORS

The Regional Workshop on Risk Reduction of High-Risk Behaviors took place at the Hungarian Atomic Energy Authority headquarters in Budapest, Hungary, from November 4 to 6, 2025. It brought together 18 participants from ten European nations, select EU member states, and one international organization. Practitioners, policymakers, and experts convened to address the critical issue of human factors contributing to insider threats within facilities managing nuclear and radioactive materials. Hosted with the support of national and international partners, the workshop aimed to enhance awareness, share effective practices, and build capacity to proactively mitigate insider risks.

Discussions over the three-day event revolved around understanding critical roles and recognizing concerning behaviors, strategies for preventing and countering extremism, and navigating national and regional regulatory challenges. These topics highlighted the importance of identifying behavioral indicators of insider threats, managing evolving risks such as social engineering, and recognizing the intersection of mental health issues and extremism. Participants also explored the significance of strong security cultures and multi-agency collaboration as key elements in addressing insider risks. Legislative hurdles and the need for ethical frameworks supporting personnel trustworthiness and aftercare were recognized as critical for the implementation of effective mitigation measures.

The workshop implemented the Chatham House Rule to promote candid dialogue about sensitive issues, such as case studies and regulatory challenges. This approach, ensuring the confidentiality of speakers, encouraged open discussions among participants. Interactive sessions, real-world examples, panel discussions, and small group activities provided opportunities to share ideas and perspectives, particularly for INFCIRC/908 subscribers committed to reducing insider risks at the national level. Feedback assessments conducted before, during, and after the workshop revealed an increase in participants' awareness, concern, and confidence in mitigating high-risk behaviors.

While discussions surfaced practical challenges such as the need for continued training and policy alignment, they also presented valuable opportunities for cross-border knowledge-sharing and collaboration. Lessons learned and promising practices identified during the workshop are set to be shared with the broader ITM community, strengthening international efforts to enhance nuclear security through human-centered strategies. The event underscored the importance of education, ethical governance, and cooperation in addressing insider risks while laying the groundwork for future regional and international engagement.

“ Security starts with people. Vigilance, integrity, and shared responsibility are the strongest defenses against insider threats. We are committed to strengthening our national nuclear security regime, enhancing insider threat mitigation capabilities, and contributing to the advancement of international good practices. ”



Michael, Ghana Nuclear Regulatory Authority



**REGIONAL WORKSHOP
ON HIGH-RISK BEHAVIORS
NOVEMBER 4–6, 2025 | BUDAPEST, HUNGARY**



<https://insidethreatmitigation.org/2025-regional-workshop-on-risk-reduction-of-high-risk-behaviors/>

ADVANCING INFCIRC/908: 2025–2027 WORKPLAN

The International Working Group developed a comprehensive two-year workplan (2025–2027) to address emerging challenges in mitigating insider threats. This roadmap focuses on two critical themes: Human Factors and Impacts from Technology, both influenced by global trends and events.

The insider threat remains fundamentally a human problem, shaped by intricate interactions between human behavior, technology, and broader environmental factors. Thus, the workplan strives to balance personnel concerns and technological advancements, providing tactical activities and opportunities to deepen regional contributions that strengthen global nuclear security.

Focus Areas:

1. **Human Factors:** Integrating human behavior, capabilities, and limitations into ITM strategies to foster trustworthiness, reliability, and a strong security culture, while reducing risks caused by human error or malicious intent.
2. **Impacts from Technology:** The benefits and challenges enabled by new technological advancements in security systems, personnel monitoring, and response protocols, which can enhance or compromise the ability to detect, prevent, and respond to insider threats.

STEERING COMMITTEE CHARTS BOLD PATH FORWARD

Advancing Global Insider Threat Mitigation Together

Due to extenuating circumstances, our annual in-person INFCIRC/908 Steering Committee meeting was postponed from November 2025. The Committee gathered in Antwerp, Belgium, January 26-28, 2026, for an energizing in-person meeting to reflect on progress and set the stage for the year ahead to advance insider threat mitigation efforts. We enjoyed presentations from two guest speakers for a lively discussion on AI and insider threat, and AI's regulatory and ethical dimensions, both of which highlighted the need for proactive governance in insider threat programs. Members celebrated growing endorsement of INFCIRC/908—now supported by 38 states and INTERPOL—and shared strategies to deepen subscriber participation following a first of its kind Subscriber Forum webinar. Lastly, the Committee explored ideas for the 2027 Symposium and reviewed outcomes from recent webinars, ensuring our outreach remains impactful and inclusive.



CARL REYNOLDS RETIRES: THANK YOU FOR GUIDING OUR GLOBAL DIALOGUE

With deep gratitude, we celebrate Carl Reynolds on his retirement. Since 2019, Carl has been our steady compass—bringing calm, clarity, and inclusive dialogue to the IWG. As our professional facilitator, he turned complex, multi-national conversations into shared understanding and actionable consensus, shaping Steering Committee sessions, workshops, and webinars with integrity and care. Carl’s generosity of spirit, thoughtful contributions, and unwavering commitment to collaboration elevated our work and strengthened a global community dedicated to mitigating insider risks. On behalf of the IWG, thank you, Carl, for your leadership and friendship—your imprint endures in every partnership you helped build and every milestone you helped us reach. Wishing you joy and fulfillment in your next chapter.



Key Workplan Activities

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|---|---|
|  | <p>Regional Workshop on AI/ML Impacts on Insider Threat Mitigation</p> <p>Focus: Tackle AI/ML's role in regulatory frameworks, personnel security, and physical protection systems.</p> <p>Output: A compendium of good practices for AI/ML integration in nuclear security.</p> |
|  | <p>Regional Workshop on Risk Reduction Measures for High-Risk Behaviors</p> <p>Focus: Address behavioral indicators and mental health stressors linked to insider threats.</p> <p>Output: Good practices and lessons learned document for the international community.</p> |
|  | <p>Virtual Roundtable on Personnel Vetting Challenges and Opportunities</p> <p>Focus: Explore security vetting processes that balance privacy, compliance, and employee trust.</p> <p>Output: A good practices document to support trust while strengthening program adherence.</p> |
|  | <p>Interactive Workshop on Adapting Security Culture</p> <p>Focus: Examine cultural and generational dynamics affecting security engagement globally and regionally.</p> <p>Output: Practical tools and resilience strategies shared via infographics and regional workshops.</p> |
|  | <p>Regional Workshop on OT Impacts on ITM and Supply Chain Security</p> <p>Focus: Address evolving OT on ITM measures and supply chain security at facilities.</p> <p>Output: A compendium of good practices when integrating OT at nuclear and radiological facilities from an ITM perspective.</p> |

Through collaboration, research, and knowledge-sharing, the workplan is designed as a living document that evolves alongside technological shifts and emerging security challenges. It represents a global effort to better understand, measure, and reduce risks, ensuring the resilience and reliability of nuclear security systems into the future.

UPCOMING EVENTS



International Conference on Computer Security in the Nuclear World: Securing the Future

May 11-15, 2026, Vienna, Austria

The purpose of this conference is to provide a global forum for individuals engaged in computer security activities related to nuclear security or safety to share experiences, exchange information and foster international cooperation in computer security.

<https://www.iaea.org/events/cybercon26>



WINS Training Course on Cybersecurity in the Nuclear Industry

May 18-22, 2026, Vienna, Austria

This comprehensive five-day training course is designed to equip nuclear industry professionals with the latest expertise and practical tools for developing and managing robust cybersecurity programs.

<https://www.wins.org/event/7923/wins-training-course-on-cybersecurity-in-the-nuclear-industry%2C-vienna%2C-austria>



MAY

AUG

International Training Course on Insider Threats Using the Shapash 3D Model Vienna, Austria

The course will introduce concepts of preventive and protective measures and explain how these should be applied to enhance nuclear security with regard to insider threats.

May 18-22, 2026: <https://www.iaea.org/events/evt2504859>

August 24-28, 2026: <https://www.iaea.org/events/evt2504869>



Train the Trainers Course on Nuclear Security Culture

December 14-18, 2026, Vienna, Austria

The event will provide trainers from Member States with the knowledge and understanding related to the nuclear security culture, required to conduct trainings for personnel in their countries.

<https://www.iaea.org/events/evt2504851>