International Workshop on
Understanding and Mitigating the Insider Threat
16 – 18 December 2018. Abu Dhabi, UAE

Preliminary Agenda (Revised)

DAY 1: SUNDAY 16 DECEMBER 2018

08:30 – 09:00 Registration / Coffee & Tea

OPENING SESSION

09:00 – 09:30 Welcome & opening remarks (FANR, WINS)

09:30 – 10:00 Introduction of participants and discussions to review expectations (Workshop facilitator)

SESSION 1: **UNDERSTANDING THE INSIDER THREAT**
Key issues:
- ✓ Why are we so concerned by the insider threat?
- ✓ How human attributes and characteristic impact the implementation of security (strengths and weaknesses)?
- ✓ What can we learn from past incidents? What insider scenario is most likely to happen?

10:00 – 10:30 **Human factors in security**
Presentation by Eric Lang, PERSEREC, USA

10:30 – 11:00 **Discussion** to review
- Examples of insider actions in the nuclear industry and other critical sectors;
- What insider scenario is most likely to happen;
- Best practices for learning from past incidents and for developing credible insider scenarios.

11:00 – 11:15 Coffee Break

SESSION 2: **ENGAGING ALL STAKEHOLDERS**
Key issues:
- ✓ What are the objectives and content of an overall mitigation strategy?
- ✓ Who are the stakeholders involved in the mitigation process? What is their role and contribution?
- ✓ What are the gaps and opportunities for optimising the communication, coordination and cooperation amongst key stakeholders (e.g. the intelligence community, the regulator and the operator)?

11:15 – 11:45 **Developing a comprehensive approach – A regulator perspective**
Presentation by Osama Al Shehhi, FANR, UAE

11:45 – 12:15 **Discussion** to
- Identify the key internal and external stakeholders involved in the insider mitigation strategy;
- Review their roles and contributions;
- Share and discuss good practices for optimising the communication, coordination and cooperation amongst these key stakeholders.

12:15 – 12:45 **IAEA recommendations and guidance for mitigating the insider threat**
Dialogue with Assel Khamzayeva, IAEA Nuclear Security Division

12:45 – 13:45 Lunch

SESSION 3: TABLE-TOP-EXERCISE – SWEETBRIAR NUCLEAR POWER PLANT

13:45 – 15:30 **Introduction, Rules and Background to the TTX (Facilitator)**
— **Phase 1 – The initial information**
— **Phase 2 – Incident response**
— **Phase 3 – An evolving situation**
— **Phase 4 – The recovery phase**

Wrap up of the TTX: How could this situation have been prevented? What did they miss? What should have been in place? How does it resonate with our own experience?

15:30 – 15:45 Coffee Break

15:45 – 16:45 **Review of the TTX key findings and how they relate to the main sessions of Day 2 and Day 3. What are we good at? What remains challenging?**
- *Engaging and communicating with all stakeholders*
- *Designing and implementing mitigation programmes*
- *Employee trustworthiness and reliability; Behavioural observation and reporting concerns.*
- *Cyber insider threat and technologies in support of insider mitigation.*
- *Responding to an insider action*
- *Measuring the effectiveness of insider mitigation programmes.*

16:45 – 17:15 **Dealing with the Insider Threat in the Nuclear Sector**
Presentation by Rony Dresselaers, FANC, Belgium

17:15 – 17:30 **Review of the day (Facilitator)**

19:00 **Workshop Dinner (hosted by FANR)**

DAY 2: MONDAY 17 DECEMBER 2018

09:00 – 09:15 **Review of Day 1 key findings and objectives of Day 2 (Facilitator)**

SESSION 4: DESIGNING AND IMPLEMENTING MITIGATION PROGRAMMES AGAINST THE INSIDER THREAT
Key issues:
- ✓ What are the essential components of an insider mitigation programme?
- ✓ What is the role a comprehensive human reliability programme (HRP)?
- ✓ How do you ensure that your HRP delivers what you are expecting? What are the practical and legal Issues associated with implementing HRPs?

09:15 – 09:30 **Discussion** on the key elements of an insider mitigation programme

09:30 – 10:30 **Designing and implementing an insider mitigation programme – An operator perspective**
— Presentation by Zaid Al Hebshi, ENEC, UAE
— Presentation by Carol Higson, Urenco, UK

10:30 – 11:00 **Discussion**
- to listen to other experiences and share best practices;
- to review the main challenges and possible solutions when implementing insider mitigation measures.

11:00 – 11:15 Coffee Break

SESSION 5:   **EMPLOYEE TRUSTWORTHINESS AND RELIABILITY**

Key issues:
- ✓ To discuss the process for ensuring the trustworthiness of individuals
- ✓ To share vetting experiences and identify best practices for sharing information with State intelligence services
- ✓ To review factors that may influence the trustworthiness of individuals

11:15 – 12:15   **Ensuring the trustworthiness of individuals accessing nuclear materials or sensitive locations and facilities**
- ▪ **Presentation** by Pinkie Rabali, Necsa, South Africa
- ▪ **Presentation** by Christophe Ramu, ITER, International/France

12:15 – 12:45   **Discussion** on vetting and background checks
- to identify what measures should be taken by a nuclear operator before, during and after employment
- Review the most usual challenges faced when implementing these measures.

12:45 – 13:45   Lunch

SESSION 6:   **BEHAVIOURAL OBSERVATION PROGRAMMES AND PROCESSES FOR REPORTING SERIOUS CONCERNS**

Key issues:
- ✓ What are behavioural observation tools and techniques?
- ✓ What are the usual barriers and challenges for implementing these tools and techniques at facility-level?
- ✓ What are best practices for reporting concerns and what is the role of a whistleblowing programme?

13:45 – 14:15   **Behaviour observation programme practices and lessons learned**
Presentation by Jeff Steven Bruce Power, Canada

14:15– 15:00   **Case studies** on the capabilities of managers and co-workers to detect issues with an employee and how to react to such situations.

15:00 – 15:15   Coffee Break

15:15 – 15:45   **Reporting serious concerns**
Presentation by Beverley Oliver, SafeCall

15:45 – 16:00   **Discussion** to identify and discuss best practices for facilitating the reporting of serious concerns and ensure effective follow-up.

SESSION 7:   **MEASURING THE EFFECTIVENESS OF INSIDER MITIGATION PROGRAMMES**
- ✓ How can such programmes be measured for their effectiveness?
- ✓ How can we integrate the insider risk into the overall risk management structure?
- ✓ Is the nuclear industry a leader in managing the insider threat?

16:00 – 17:00   **Panel of experts to discuss possible approaches to measure the effectiveness of an Insider Mitigation Programme**

Discussion to identify and discuss best practices for conducting evaluations and identify relevant security metrics and key performance indicators *that are achievable and workable for you*

17:00 – 17:30   Review of the day. Key findings and pending issues (Facilitator)

End of Day 2

DAY 3:

07:45 – 08:45 Trip to the IBM Innovation & Industry Solutions Centre & Access to the venue

08:45 – 09:00 Where the innovation starts – Welcome remarks by Mitchel Free – IBM USA

SESSION 8: **ADDRESSING THE CYBER INSIDER THREAT**
Key issues:
- ✓ What are the best practices for deterring and preventing the cyber insider threat?
- ✓ What are the most common challenges and potential solutions?
- ✓ How can we effectively integrate cyber security with other security measures?

09:00 – 09:30 **Cyber Insider Threat and its relevance to the nuclear industry**
Presentation by Anno Keizer, Urenco Netherlands

09:30 – 10:00 **The Cyber Insider Threat - The experience from another critical infrastructure**
Presentation by Sultan Al Owais, Dubai Prime Minister Office, UAE

10:00 – 10:30 **Discussion** to share experiences and lessons learned in mitigating the cyber insider threat and developing a comprehensive and integrated insider mitigation programme

10:30 – 10:45 Coffee break

IBM PRESENTATIONS AND DEMONSTRATIONS

10:45 – 11:30 **Leveraging IBM Security to help prevent / detect / mitigate security threats**
Presentation by Mike Kehoe, IBM Ireland

11:30 – 12:15 **Leveraging IBM Artificial Intelligence and IBM Analytics to strengthen physical security**
Presentation by Ondrej Szekely, IBM Czech Republic

12:15 – 13:15 Lunch

13:15 – 14:00 **IBM Video Analytics**
Presentation by Ondrej Szekely, IBM Czech Republic

14:00 – 14:15 **Introduction to the IBM corporate video center**

14:15 – 15:45 **Break out groups to attend demonstrations**

- — IBM Security to help prevent / detect / mitigate security threats (Mike Kehoe, IBM Ireland)
- — Artificial Intelligence and IBM Analytics tools to strengthen physical security (Ondrej Szekely, IBM Czech Republic)
- — IBM Video Analytics capabilities and use cases (Dana Abu Ali, IBM UAE)

15:45 – 16:00 Coffee break

CONCLUSION SESSION

16:00 – 16:45 **Way Forward**
- • What are the key lessons that arise from this workshop?
- • What questions and challenges remain unaddressed?

16:45 – 17:00 **Workshop Evaluation and Closing remarks**

End of The Workshop