

# KNOW YOUR INSIDERS

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

**MARCH 2021**



## INSIDER THREAT MITIGATION

### 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 to develop and implement 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.

### 2020 IN REVIEW

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

We all will likely agree that 2020 was a year that we would rather review than relive. While the pandemic restricted travel and in-person meetings for most of the year, this international working group hosted or participated in several important events that furthered our cause, and perhaps even widened our audience, thanks to virtual meeting technologies.

This inaugural annual newsletter celebrates the successes of the Advancing INFCIRC/908 International Working Group and the international insider threat mitigation community. Since issuing INFCIRC/908 in 2016, we have increased the number of subscribing countries by four, held an international symposium in 2019, and launched an international working group (IWG).

Following the launch of the international working group, we convened a diverse Steering Committee and held its initial virtual meeting in October 2020 and a second virtual meeting in January 2021.

Information about INFCIRC/908 and the international working group was made available to a very large virtual audience during two special sessions on insider threat mitigation at the 61st Annual Meeting of the Institute of Nuclear Materials Management in July 2020. These sessions showcased that the human element is critical to securing nuclear and other radioactive materials internationally.

We aim to build a community of practice for the international community. Our virtual and in-person activities in 2020 raised awareness of the insider threat to nuclear and radiological facilities, and nuclear and other radioactive materials while in use, in storage, or during transport. We look forward to what the IWG will develop and share in 2021 and beyond.



## WELCOME NEW SUBSCRIBERS



### Malaysia (February 2018)

"It is important to be part of the international community to share experiences and implement good practices to mitigate insider threats."



### France (February 2020)

"This type of threat represents a real challenge for nuclear security since it is a protean threat which requires different approaches and to be regularly questioned."



### Ukraine (December 2019)

"Systems are developed and operated by people; we must focus on insider threat due to the human factor of nuclear security."



### Slovenia (September 2020)

"Recognizing that insider threat mitigation is one of the key components of our nuclear security regime, we aim to include insider threats e.g. in physical protection plans as well as in our national level workshops and exercises."

## IAEA ICONS 2020 SIDE EVENT: "Got Insiders in Nuclear Security?"

The INFCIRC/908 Side Event on 11 February 2020 was co-hosted by Belgium and the United States and attended by more than 75 persons. The Side Event announced the establishment of the Advancing INFCIRC/908 International Working Group to mature the state-of-practice for insider threat mitigation. France announced that they endorsed

INFCIRC/908 and are the 30th country to subscribe to INFCIRC/908. Belgium announced that they will host the IAEA Advanced Training Course on Insider Threat Mitigation in 2021.

<https://insiderthreatmitigation.org/got>



## IAEA ADVANCED, PRACTITIONER-LEVEL TRAINING COURSE ON INSIDER THREAT MITIGATION



2019 Pilot Training Course, Sandia National Laboratory, Albuquerque, NM, USA

The pilot for the IAEA Advanced, Practitioner-Level Training Course was held in July 2019 with ~40 international participants. Realistic exercises and productive discussions provided participants with ideas about how they could implement insider threat mitigation measures at their own facilities. The inaugural course was to be convened in September 2020, also in Albuquerque, but was canceled due to the COVID-19 pandemic. We look forward to Fall 2021 when Belgium is planning to host this training course for the first time outside the United States.



### FIRST VIRTUAL STEERING COMMITTEE MEETING: 28 October 2020

| Flag | Country  | Name                       | Flag | Country  | Name                 |
|------|----------|----------------------------|------|----------|----------------------|
|      | Belgium* | Mr. Rony Dresselaers       |      | Japan    | Ms. Kazuko Hamada    |
|      | Canada   | Ms. Tanya Hinton           |      | Jordan   | Ms. Dana Khries      |
|      | Chile    | Mr. Fernando Vega Riquelme |      | Malaysia | Ms. Noraishah Pungut |
|      | Finland  | Mr. Tapani Hack            |      | Morocco  | Mr. Khammar Mrabit   |
|      | Hungary  | Mr. Zsolt Stefanka         |      | Nigeria  | Mr. Yusef Ahmed      |
|      | Israel   | Mr. Lior Gabbay            |      | U.S.A*   | Mr. Art Atkins       |

\*Steering Committee co-chairs

Steering Committee members approved the [Terms of Reference](#) for the Advancing INFCIRC/908 International Working Group. For planning purposes, Steering Committee members prefer to have an annual Steering Committee and Focus Groups meeting. Steering Committee members also discussed convening an INFCIRC/908 Symposium approximately every three years, since such timing would align well with the IAEA International Conference on Nuclear Security. The second virtual Steering Committee meeting was convened on 27 January 2021.



Joint seminar will be rescheduled

## UPCOMING EVENT

To support INFCIRC/908, France and Belgium had planned a joint seminar intended for nuclear operators and competent authorities. This event, initially planned to be held November 2020, has been postponed because of the COVID-19 pandemic. This seminar aims at sharing good practices and feedback for preventing and managing insider threat mitigation using a risk-informed graded approach. France and Belgium are planning to reschedule this collaborative and important event.

## LOOKING AHEAD TO 2021

2021 promises to be an exciting year for the Advancing INFCIRC/908 International Working Group. Although we will likely be engaging through online platforms instead of in-person meetings, this will not hold us back.

The Steering Committee will take actions to further develop the IWG and will begin by reviewing the scope of each focus group topic and mapping out a path for their in-depth exploration of specific aspects of these topics. We will also continue to highlight the results of the IWG and other insider threat mitigation topics at international meetings, such as the INMM-ESARDA Annual Meeting. Please join us in submitting abstracts related to INFCIRC/908 for presentation at the INMM and ESARDA meeting in August 2021.

Please visit our website to keep current on the activities of the International Working Group and INFCIRC/908. You can also contact our team directly via email at [INFCIRC908-IWG@lnl.gov](mailto:INFCIRC908-IWG@lnl.gov). We look forward to working together and expanding the international insider threat mitigation community in 2021.

## MORE INFORMATION

INFCIRC/908 Fact Sheet

**FACT SHEET**

**IAEA INFORMATION CIRCULAR (INFCIRC) 908:  
Mitigating Insider Threats**

**WHAT?**

At the 2016 IAEA International Conference on Nuclear Security: Commitments and Actions, the United States issued 'IAEA Information Circular, INFCIRC/908, 'Joint Statement on Mitigating Insider Threats,' which is open for all Member States to subscribe to the goals and commitments as described.

INFCIRC/908 consists of two major focus areas: 1) Commitment to support the IAEA to develop and implement 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

More details about and the latest information on INFCIRC/908 can be found at [www.insidertthreatmitigation.org](http://www.insidertthreatmitigation.org)

IAEA Information Circulars are published by the IAEA to bring matters of general interest to the attention of its Member States. Commitments and subscriptions to INFCIRCS are coordinated by the sponsoring Member State. INFCIRCS are not legally binding. A list of countries subscribing to INFCIRC/908 (as of print-date) is provided below.

**HOW?**

To become a subscriber of INFCIRC/908: Your country's Permanent Mission to the United Nations and other International Organizations in Vienna: 1) informs the Permanent Mission of the United States of your country's intent to subscribe, and 2) sends a note verbale to the Secretariat of the IAEA informing that your country would like to subscribe to INFCIRC/908 and request such official communication be circulated as an INFCIRC document to all IAEA Member States.

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