The WINS Academy Security Certification Programme: The Route to Demonstrable Competence.

Dr Roger Howsley, Executive Director

IAEA, 14th May 2014
The Nuclear Sector is a long way behind other sectors in certifying personnel with security accountabilities as being competent.

We need to do something about it urgently.

Attending security awareness courses is simply not enough.
Awareness Courses do not prove competency

Attending (and being paid to attend) a few presentations on nuclear security, and having a group photograph taken, does not make you professionally competent to manage a security programme, or change security culture...

37 people from 15 countries...
Agenda

1. BACKGROUND TO WINS
2. IDENTIFYING THE PROBLEM
3. WHAT TO DO ABOUT IT
“WINS fills an urgent gap in our need to strengthen the nuclear security system.”
To provide those who are accountable for nuclear security with an international forum in which to share and promote best security practice.
WINS Membership Growth

Nearly 2,000 members in 100 countries
2010: Political Commitment to Improve Nuclear Security

Promote and sustain strong nuclear security culture and corporate commitment to implement robust security practices

Facilitate exchange of best practices...in nuclear security in the nuclear industry
Facilitated Workshops Using Innovative Techniques
Theatre-based Training

The World Institute for Nuclear Security presents

A NIGHT AT THE THEATRE WITH WINS

Critical Thinking:
“SAFETY AND SECURITY ARE OUR NUMBER ONE PRIORITY”

19:00 Reception
19:35 Last entry (no entry after the play starts)
19:45 Curtains up
21:15 Play finishes; Meet the actors/closing reception
21:45 Close
WINS Workshops and Events

AN EVENT EVERY FIVE WEEKS

ARGENTINA
AUSTRIA
BELGIUM
BRAZIL
CANADA
GERMANY
GREECE
JAPAN
JORDAN
KOREA
MEXICO
NIGERIA
PHILIPPINES
SOUTH AFRICA
SWEDEN
THE NETHERLANDS
UNITED ARAB EMIRATES
UNITED KINGDOM
USA
International Best Practice Guides

32 International Best Practice Guides

10 Published languages

Languages: 🇬🇧, 🇫🇷, 🇳🇱, 🇩🇪, 🇪🇸, 🇵🇹, 🇷🇺, 🇨🇳, 🇯🇵, 🇰🇷
All Guides have a Self Assessment Section

THE “RIGHT” ANSWER IS ALWAYS “YES”
We Provide a Security Management “Maturity Scale”

<table>
<thead>
<tr>
<th></th>
<th>WORLD CLASS</th>
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<tbody>
<tr>
<td>2</td>
<td>HIGHLY EFFECTIVE</td>
</tr>
<tr>
<td>3</td>
<td>GOOD</td>
</tr>
<tr>
<td>4</td>
<td>DEVELOPING</td>
</tr>
<tr>
<td>5</td>
<td>INEFFECTIVE</td>
</tr>
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</table>
Wide Distribution of WINS Best Practices

OVER 30,000 DOWNLOADED/DISTRIBUTED
99% said WINS is a valuable forum

90% have modified their approach to nuclear security management as a result of their interactions with WINS
Gaps in Professional Development (PD)

UNEQUAL OPPORTUNITIES

NUCLEAR SECURITY

NUCLEAR SAFETY
Gaps in Professional Development (PD)

UNEQUAL OPPORTUNITIES

OVER 50% HAVE NO PD OPPORTUNITIES

NUCLEAR SECURITY

NUCLEAR SAFETY
2012: Nuclear Industry Summit – Academy Concept
The WINS Academy Concept

WINS is proud to announce
International Gap Analysis

Global Needs Analysis
for Nuclear Security Training

AN ASSESSMENT OF THE WORLDWIDE GAP BETWEEN
SUPPLY AND DEMAND OF PROFESSIONAL
DEVELOPMENT PROGRAMMES

FULL REPORT
June 2013
Possible Scope of Security PD Demand

200,000 Worldwide Personnel with Security Accountabilities for Nuclear and other Radioactive Material

20,000 Annual Demand/Turnover?
“Demonstrable Competence”
SSCP® - Why Certify

People are the Key to a Secure Organization

Technological solutions alone cannot protect an organization's critical information assets. Employers demanding qualified information security staff give their organizations a leading edge by providing the highest standard of security for their customers', employees', stakeholders' and organizational information assets. (ISC)²®, the only not-for-profit body charged with maintaining, administering and certifying information security professionals via the compendium of industry best practices, the (ISC)² CBK®, is the premier resource for information security professionals worldwide.

Benefits of Certification to the Professional

- Demonstrates a working knowledge of information security
- Confirms commitment to profession
- Offers a career differentiator, with enhanced credibility and marketability
- Provides access to valuable resources, such as peer networking and idea exchange
The *Aviation Security Professional Management Course (PMC)* is the most advanced aviation security training programme in existence today which carries a formal designation (AVSEC PM), making it the first of its kind globally.

The programme was developed by the International Civil Aviation Organization (ICAO) in collaboration with the John Molson School of Business at Concordia University in 2004. Its aim is to provide a comprehensive understanding of the application of the Standards and Recommended Practices contained in Annex 17 while maintaining a creative and pedagogical approach.
Certified Security Management in Maritime

Maritime Security

- Ship Security Officer
- SSO Certificate of Proficiency
- Company Security Officer (CSO)
- Marine Facility Security Officer (MFSO)
- Persons with Security Responsibilities
- Auditor Course
- Port Workers Security Awareness Course
- Other Maritime Security Courses
Who is Accountable?

IAEA Guidance

Ensure that prime responsibility for the security of nuclear material, other radioactive material, associated facilities, associated activities, sensitive information and sensitive information assets rests with the authorized persons.
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Who Needs to be Competent?

IAEA Guidance

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## Competency Framework

<table>
<thead>
<tr>
<th>CORPORATE &amp; FUNCTIONAL DIRECTORS</th>
<th>OPERATORS</th>
<th>OFF-SITE ORGANISATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive/Board Member</td>
<td>Operations Director</td>
<td>Local Law Enforcement/Police</td>
</tr>
<tr>
<td>Human Resources Director</td>
<td>Site Shift Manager</td>
<td>National Law Enforcement/Police</td>
</tr>
<tr>
<td>Legal Director</td>
<td>Engineering and Technology Manager</td>
<td>Government Security Regulator</td>
</tr>
<tr>
<td>Safety Director</td>
<td>Site Security Manager</td>
<td></td>
</tr>
<tr>
<td>Procurement and Purchasing Director</td>
<td>Emergency Response Team Leader</td>
<td></td>
</tr>
<tr>
<td>Engineering and Technology Director</td>
<td>Health and Safety Manager</td>
<td></td>
</tr>
<tr>
<td>Information Systems Director</td>
<td>Nuclear Material Custodian</td>
<td></td>
</tr>
<tr>
<td>Corporate Head of Security</td>
<td></td>
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</tbody>
</table>
WINS INTERNATIONAL BEST PRACTICE GUIDE

GROUP 3: People in Nuclear Security

3.1

Developing Competency Frameworks for Managers with Nuclear Security Accountabilities
Design of the Academy Programme

- Elective for Scientists, Technicians and Engineers
- Elective for Response Force Managers
- Elective for Senior Administrators and Board Directors
- Elective for Security Programme Managers
- Elective for Executive Managers
- Elective for Regulators
- Elective for Radioactive Materials Managers
- Elective for Civil Society Engagement
Design of the Academy Programme

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Press Release

WORLD INSTITUTE FOR NUCLEAR SECURITY (WINS) ACADEMY ANNOUNCES GROUNDBREAKING COMPUTER-BASED TESTING PARTNERSHIP WITH PEARSON VUE
2.4 The Evolving Threat Environment

Defining a Generic Design Basis Threat

Two questions that frequently arise amongst regulators, operators and response personnel are: “What is a credible threat? What are we trying to defend against?”

It is the responsibility of individual States to decide what kind of threats are credible given such factors as their arrangements for border protection, State intelligence, and counter terrorist policing. It is obvious from reports of terrorist and criminal incidents that many of the same tactics, armaments and equipment are in use worldwide and can be easily used against nuclear and radioactive targets as well.

The table, which is based on publicly available information, provides a summary of the range of threats that might exist in a State and the potential implications and considerations for the security of nuclear facilities and materials in transport. The size of the attacking force is not addressed in this table. However, it should be presumed that the attacking force has the assistance of one or more insiders with access to, and knowledge of, the site and/or transport operations.
Certification Programme Costs in Context
Certification Programme Costs in Context
2010: Political Commitment to Improve Nuclear Security

Promote and sustain strong nuclear security culture and corporate commitment to implement robust security practices.

Facilitate exchange of best practices...in nuclear security in the nuclear industry.
2014 Nuclear Security Summit – Joint Statement


2014, NSS in The Hague
2012, NSS in Seoul
2010, NSS in Washington
“Ensure that management and personnel with accountability for nuclear security are demonstrably competent”
Ensuring that all personnel with accountabilities for security are demonstrably competent by establishing appropriate standards for selection, training, and certification of staff,
Sustainable Partnerships

The WINS Academy Security Certification Programme

PARTNERSHIP FOR DEMONSTRABLE COMPETENCE

Partner with the WINS Academy to increase your market, reputation and prestige

FOR LEARNING AND TRAINING CENTRES
Further Information

WINS Academy

The WINS Academy is our initiative to provide personnel with management accountabilities for nuclear security with opportunities to become professionally certified.

By offering the first online certification programme in the world for nuclear security management, the Academy will catalyse professional development, knowledge exchange and leadership innovation in nuclear security management. Ultimately, the programme will lead to growing levels of competence in a way that is demonstrable and sustainable, thereby improving worldwide leadership and effectiveness in the implementation and regulation of nuclear security.

How it works

Foundation Module  Elective Module  Examination  Certification

The educational design consists of a Foundation Module plus eight elective Modules. All participants will take the Foundation Module plus one elective; the choice of the elective depends upon the participant’s area of responsibility.

We plan to release the Modules according to the following schedule:
Join WINS:
www.wins.org
www.wins.org/academy