



HELLENIC REPUBLIC
MINISTRY OF DIGITAL GOVERNANCE
NATIONAL CYBER SECURITY AUTHORITY



ECSF Conference

“CYBERSECURITY SKILLS - BUILDING A CYBERSECURITY WORKFORCE”

National Cyber Security Authority of Greece



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The national **CISO** profile

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Agenda

1. The Hellenic National Cyber Security Authority, briefly
2. The need for a national profile in Greece – Why
3. The resources and framework
4. The national CISO profile
5. The anticipated benefits
6. Mapping the national profile against the ECSF profile
7. Next steps



National Cyber Security Authority

The competent authority
for cybersecurity
according to NIS
Directive and the relevant
national legislation.

Functions as a General
Directorate of the
Ministry of Digital
Governance.



National Cyber Security Authority

Mission



Supervision of national cybersecurity policy



Supporting national efforts in incident handling & threat response



Coordination of national cybersecurity stakeholders



Cooperation with national and international actors



Promotion of a cyber-secure culture in Greece



The need for a national CISO profile - Why



Identified issues

- Ministry Decree 1027/2019 made provisions for organisations' basic security requirements and designated cybersecurity responsibilities to a job function.
 - Organisations need to appoint competent personnel to ensure compliance with security requirements.
- Small organisations assign personnel in other (related) positions/roles/job functions (e.g. IT) to the role of cybersecurity.
 - Issues arise: conflicts, misunderstandings
- Big organisations already have assigned security tasks to teams and officers.
 - Where does cybersecurity fit? How does it relate to other security responsibilities?



Identified issues

- **An abundance of titles:**
 - CISO, Information Security Manager, Information Security Officer, Security Officer, Information Systems Security Officer
 - Cybersecurity Officer, Cybersecurity Manager
- **An abundance of tasks/ responsibilities/ levels:**
 - IT security, Information systems security, Cybersecurity
 - Directors, Managers, Officers, Chiefs



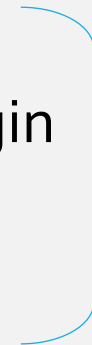
Identified actions

1. Further details needed for the proficiencies, competencies and the responsibilities of the cybersecurity job function.



National profile of the Information and Network Security Officer

2. Provide guidance to the management.
 - ❖ What is cybersecurity, what it entails, where to begin
3. Provide guidance to the appointed personnel.
 - ❖ Best practices, how to interface with management



**A Guide for
Officers and
Management**



Guiding framework - Resources



Resources and Framework

Legal framework:

NIS Directive

National Law 4577/2018

Ministry Decree 1027/2019



Resources and Framework

Resources:

National occupation classification system

EU e-Competence Framework (e-CF)

Industry



The national profile



Cybersecurity Guide for Officers and Management – A quick overview

Provide guidance to organisations for complying with the regulatory framework.

Analyse the security requirements, focus on “What” is to be achieved.

Give steps of actions for Management and Security Officers.

Provide international best practices

Elevate concerns – Deal with the identified issues.



Information and Network Security Officer

The profile

1. Title
2. Short Description
3. Reporting and Cooperation
 - External Stakeholders
 - Reports To
 - Reports From
4. Duties/ Responsibilities
 - Main
 - Additional
5. Required Qualifications
 - Typical/ Academic
 - Knowledge
 - Skills
 - Experience
 - Special requirements





A glimpse.....



WORK IN PROGRESS



Anticipated Benefits



Academia/ Education

- Help institutions evaluate their curriculums
- Support institutions create new courses



Organisations

- Create a common understanding of the responsibilities and how the role fits in the organisation
- Provide a baseline of requirements for relevant OES personnel.



Legal/ Compliance

- Facilitate compliance to regulations



Mapping the national profile against the ECSF profile

Mapping the profiles



Why

- To identify discrepancies
- To better align national profile with European trends



How

1. Mapping between elements – Quantitative
2. Examine conceptual coverage – Qualitative



What

- Some fine-tuning needed



Results

- National CISO profile complies with national legislation.
- The ECSF CISO profile is more cybersecurity focused, whereas the national profile focuses on bridging the domains.
- The national profile's skills are more generic.

E.g.

ECSF: *"Ability to lead multidisciplinary cybersecurity teams"*

VS

National: *"Capable in managing and directing, Working with teams"*

- ❖ Some clarifications were identified for the national profile.



Fun Stats

	ECSF	National
No of elements	45	48
No of sections	8	5 and 8 subsections
No e-Competencies	5	5
*e-Competencies	A.7, D.1, E.3, E.8, E.9	A.7, D.1, E.3, E.8, E.9

Type of mapping	Initial	After amendments
Quantitative	90%	98%
Qualitative	75%	95%

- * A.7. Technology Trend Monitoring
- D.1. Information Security Strategy Development
- E.3. Risk Management
- E.8. Information Security Management
- E.9. IS-Governance



Next Steps

1

- Incorporate provisions made by Law 4961/2022 (about emerging ICT technologies and enhancing digital governance).

2

- Close the gap.
- Conclude and ratify the amendments.

3

- Issue the a) the Guide for Officers and Management, b) the national profile.

Ευχαριστώ!



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