

A series of overlapping, wavy lines in shades of blue and yellow, creating a sense of motion and depth across the middle of the page.

# ANNUAL REPORT 2022

Published in April 2023



World Institute for  
Nuclear Security



*You can hardly imagine my way of life. That physics exists, that I once worked in physics and one day will again, seems far, as far away to me now as if it had never happened, nor will again.*

*14 October 1915, when serving as an Austrian army nurse on the Russian front*

LISE MEITNER



### **Ambassador Laura S. H. Holgate**

The US Ambassador to the Vienna Office of the United Nations and to the International Atomic Energy Agency



*All of us should recognize that the nuclear safety and security incidents in Ukraine, and any future incidents, are likely to have an impact on public perception of the global nuclear energy enterprise. [...] We should neither exaggerate nor downplay the dangers.*

**U.S. STATEMENT AS DELIVERED BY  
AMBASSADOR LAURA S.H. HOLGATE,  
VIENNA, AUSTRIA, JUNE 9, 2022**

# TABLE OF CONTENTS

Chair’s Report	7
The WINS Board	8
Executive Director’s Report	9
2022 Highlights and Achievements	13
External Relationships	15
International Digital Security Forum	15
Conference of the Parties to the Amendment to the Convention on the Physical Protection of Nuclear Material	15
World Nuclear Association	16
ASEAN Centre for Energy	16
Reuters Events: SMR & Advanced Reactor	16
Membership	17
Members	17
2022 Membership Survey Results	18
Membership Participation	18
Gender Programme	19
Gender Equality, Diversity and Inclusion by Design	19
WINS Events	21
An Overview of 2022	21
Event Highlights	23
Online Events	23
In-person Events	27
WINS’ Role in Supporting National Nuclear Security Support Centres	28

Knowledge Centre	29
WINS Academy	33
Training and Certification	33
Update to WINS Academy Programmes	35
Academy Module Updates	36
Growth of WINS Academy Ambassador Programme	37
Upcoming: Alumni Portal & Digital Credentials	39
Support Processes	41
Financial Performance	42
WINS Staff Members	43
2023 Targets	45



# CHAIR'S REPORT

**William H. Tobey**  
WINS Chair



The past year has been challenging for WINS. While we recovered from the worst of the COVID pandemic, new threats to nuclear and radiological security emerged and require action.

At its founding in September 2008, then-Director General of the International Atomic Energy Agency Mohammed ElBaradei said, “WINS fills an urgent gap in our need to strengthen the nuclear security system.” The gap he cited was the lack of an institution to identify and promote best practices in nuclear and radiological security to address the threat from non-state actors. Therefore, WINS, and the national programmes that supported it, focused on matters such as material protection, control, and accountancy, as well as personnel and cyber security. Those remain vital activities.

The war in Ukraine, however, reminds us that nation-States can also pose a threat to nuclear and radiological security. Moreover, that threat is not limited to Ukraine. For example, in Northeast Asia and the Middle East, dozens of existing or planned nuclear power plants reside within areas in which missile and drone attacks or test flights occur frequently. Moreover, cyber and drone attacks

can easily cross borders, potentially placing at risk nuclear and radiological facilities worldwide.

WINS stands against all threats to lawful nuclear and radiological facilities and materials and will stand with all those attempting to defend them, regardless of the source of the threat. While no precautions can fully protect nuclear and radiological facilities in war zones, WINS will be adjusting its programme of activities to address the emerging threat from State-actors.

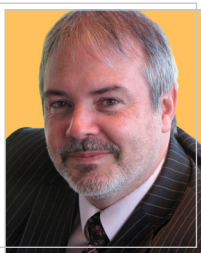
I am also pleased to note that over the past year, WINS continued to expand its membership and activities to levels unseen previously—while remaining valuable to nuclear operators who implement nuclear security best practices every day. 72% of members agreed WINS helps them to modify their approach to nuclear security threats and risks.

The Board and I are grateful to the World Institute for Nuclear Security’s many supporters and to Lars van Dassen and the WINS team for the vital work they do to make the world a safer place.

# THE WINS BOARD

**Chris Chater**

WINS Board Member, Chief Technical Officer of Urenco Ltd



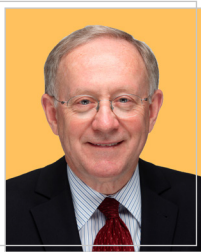
**Jean Llewellyn OBE**

WINS Vice-Chair, Non-Executive Director ONR UK, Former CEO of the National Skills Academy for Nuclear



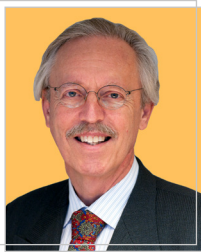
**Dr. John Barrett**

Ambassador (ret’d), President of Portolan Global Inc.



**Ambassador Piet de Klerk**

WINS Board Member, Former Special Counterterrorism Envoy



# EXECUTIVE DIRECTOR'S REPORT

Lars van Dassen

WINS Executive Director



The year 2022 is behind us and a new year has started, yet... Often you start work again in January with a new elan and spirit. Russia's war against Ukraine has changed that. These dreadful developments and atrocities with pronounced nuclear security dimensions remain with us, and there is not an immediate end in sight.

At WINS we started to discuss the prospects of Russian aggression against Ukraine in November 2021. It was a hard thing to consider as we were all "Friedensgeschädigt", as the Germans and Austrians say it, that is, "spoiled by peace". When the war started on 24 February, WINS had a board meeting. It was completely surreal to sit and discuss WINS' work while at the same time keeping an eye on the breaking news from various sources including the Russian attacks and subsequent occupation of the Chornobyl Exclusion Zone.

Shortly after the start of the war, WINS received three colleagues from Women in Nuclear Ukraine who had to flee from Kyiv. They arrived on a Saturday morning in early March. By the end of the day, we were in touch with friendly partners and four days later the Canadian Government had

committed to providing funding for salaries for our new colleagues. Many things had to be arranged, like registering with authorities and opening bank accounts, but it went smoothly and all interactions with Austrian authorities and agencies were swift and friendly. Anastasiia, Margaryta and Polina stayed for the first months with a WINS colleague, and WINS colleagues did the trips to IKEA and other shops to get the most immediate needs covered.

I will return to the ways in which the Russian war and aggression against Ukraine have occupied us and what this means for our work. For now, I want to highlight several issues and areas we have dealt with during 2022. WINS has, as most of our readers will know, four areas of operation that are also connected and reinforce each other.

WINS arranges **workshops and events** on all areas of nuclear security. We successfully conducted 20 of them in 2022. With the end of the pandemic, we have been able to move back to having many events in-person, not only in Vienna but also in various countries and regions of the world. In the future, workshops will be either in-person or online—or a hybrid of the two. We are open to try and implement

various innovative ways to ensure that we reach the nuclear security community in the best manner possible. We also pay attention to our principles of gender equality, diversity and inclusion by design, which means that we pay attention to these issues when selecting subject matter experts and participants as well as in the design and facilitation of our events. We have developed an adaptive and agile approach so that we can address the most pressing issues and adapt to any rapid changes in the international climate. In 2022, we started to consider issues related to nuclear security and armed conflicts. We will continue and expand this stream of work in 2023.

Further, we produce a large number of **publications**. In most cases they are related to the outcomes of the workshops and events. This helps to ensure that we address the issues that are most relevant for the nuclear security community. We also keep a close dialogue with our funders on which publications are suitable and necessary.

As will be known to most, we have two kinds of publications. Special Reports have an overarching and exploratory nature. They can address new issues and bring together great thinkers and thinking. Our other publication series comprises Best Practice Guides (BPGs). This series aims to bring together practical experience from ongoing security work of people in the field. In 2022, we initiated a complete overhaul of all our publications in order to check the use and relevance for today's and tomorrow's nuclear security challenges. This work will be completed in 2023.

The relevance of the BPGs is not least related to WINS' third area of operation, namely **Benchmarking and Evaluation Services (BES)**, which allows WINS to provide tailored security assessment services to custodians of nuclear and other radioactive materials. The BPGs provide an essential starting point for the implementation of BES, as they relate to the best practices as established by the nuclear security community. In 2022, we refined our overall BES strategy, revised our internal guidelines and conducted one such benchmarking and evaluation service. In 2023, we have plans for two and we intend to gradually expand our capacity and availability in this area.

The **WINS Academy and WINS Certified Training Modules** represent our fourth area of operation. In 2022, the WINS Academy carried out a large modernisation of the way the ten modules are available to our learners. Previously learners had to start with the Foundation Module plus an elective module. Now learners can start with what is most suitable, the fundamentals of nuclear security or a nuclear security specialisation. This reflects how many people work in nuclear security. They may become employed in nuclear transportation security, so training in this area is immediately helpful. At a later stage exploring the international framework for nuclear security may be useful. We've also responded to requests to combine self-learning with training courses. In 2022, we provided Radioactive Source Security Management training, in the Thai language, in Thailand. Similar schemes are under development in cooperation with Ukrainian partners, the Kyiv Polytechnic Institute, to deliver training in the Ukrainian language.



## EXECUTIVE DIRECTOR'S REPORT

We aim to stretch ourselves to accommodate requests from our learners about how best to acquire new competences for nuclear security.

Overarching and underlying all activities has been the impact of Russia's terrible aggression and war against Ukraine. In 2022, WINS was invited four times to speak before large audiences about this. In March at the A/CPPNM conference of the States Parties in Vienna; in July at the Annual Meeting of the Institute for Nuclear Materials Management; in September for the European CBRN Symposium in Malmo, and in December at the CTBTO's Science Diplomacy Symposium in Vienna. WINS has not kept its voice low as Russia threatens the entire international legal order—including the one that encompasses nuclear security. The actions of Russia also break down existing categories for nuclear security. The occupation of the Zaporizhzhia NPP is appalling in all respects, but it is not least the overt threat of wilfully or indirectly causing a nuclear incident or accident at the site.

Together with our Ukrainian colleagues, we also address these issues in other ways and in such a manner that we hope to be able to contribute to a recalibration of the nuclear security order and regime. In the framework of a project called Voices of Ukraine, we have collected testimony from people in the Ukrainian nuclear sector. The stories leave us with harrowing impressions and even if we are only now reaching the first set of conclusions, it is already possible to identify a large number of changes as concerns nuclear security and how we will have to manage it in the future. While we will

continue collecting testimony from Ukraine, we will also start a big project on how a global perspective is necessary to consider nuclear security, how it is changing and how it impacts various levels: international, national and operational. This project will be completed in the course of August 2023 and be ready for discussion with the international community at the IAEA General Conference. Based on inputs from this context, we intend to implement larger, industry-focused outreach or conference in early 2024, to precede the IAEA International Conference on Nuclear Security (ICONS) 2024. In that way we will try to make sure that the nuclear industry can be engaged in and contribute to addressing the challenges and changes in nuclear security.

Let me finish by underlining that we wish to continue to be your privileged partner in nuclear security. To this end, we hope to receive feedback from members of the WINS network and others who are interested in nuclear security.







WINS Meets Partners on Thailand Sustainable Nuclear Security Training Development Project

In May, WINS Executive Director Lars van Dassen and Programme Manager Raquel Delgado met with representatives from Global Affairs Canada and Thailand’s Office of Atoms for Peace in Bangkok to discuss the outcomes of our joint collaboration project for the *Development of Sustainable Nuclear Security Training in Thailand*.



Building on the success of this project, the partners have launched a new project to strengthen nuclear security capacity in Thailand and the Southeast Asia region. Running through June 2025, this programme will support the management of competency and training, particularly in the fundamental areas of nuclear security culture, information and cybersecurity, and the secure transportation of radioactive material.



Cybersecurity training at AIT

In June, WINS conducted a training course on *Cybersecurity in the Nuclear Industry* at the Austrian Institute of Technology. This pilot training course mainly focused on providing an introduction and review of the application of cybersecurity at nuclear facilities with nuclear power plants being the primary focus.



Voices of Ukraine preview published and presented at Wilton Park

Through the Voices of Ukraine project, members of the Ukrainian nuclear safety and security and radiation protection community are sharing their experiences with the world. With perspectives from across the sector, these accounts underline the wider implications of these devastating events for the peaceful use of nuclear and other radioactive material the world over.



1

WINS added more than 1,100 new members, 35% of whom are women.

2

We developed a new guideline to support BES and finalised a BES report.

3

We achieved a 99% satisfaction rate of event participants.

4

We achieved our target of 40% representation of women participating in WINS events and exceeded it for subject matters experts.

5

A total of 85 individuals were newly certified and more than 30% of the newly certified professionals are women.

6

In 2022, the WINS Academy shifted to the CNSsP and CNSfP designations as part of an effort to make certification more targeted.

7

WINS has 43 ambassadors and has strengthened its relationships with organisations such as the IAEA, WNA, ASEAN Centre for Energy, WNTI and OECD NEA.

8

WINS began a review and reorganisation of our Knowledge Centre.

9

Our funding base has been extended to include the Norwegian Radiation and Nuclear Safety Authority, the Swedish Radiation Safety Authority and the Swedish Ministry for Foreign Affairs.



# EXTERNAL RELATIONSHIPS

In 2022, WINS remained focused on the importance of external partnerships, collaborations and cooperative arrangements with international and regional bodies in keeping with its strategic objective to support nuclear security globally. WINS nurtured longstanding relationships including with the International Atomic Energy Agency (IAEA) and initiated new ones, in particular with authorities based in Austria. 2022 appears to be a decisive year in establishing the future for nuclear, and WINS is taking an active role contributing to security considerations.

## International Digital Security Forum

WINS had a prominent role at the International Digital Security Forum (IDSF), which was hosted by Austrian ministries and supported by Austrian universities, the Austrian Economic Chamber, and the Austrian Chamber of Commerce. WINS hosted an exhibition space at this year's ISDF in Vienna, highlighting the WINS Academy Programme for cybersecurity and the WINS Gender Programme designed to increase the number of women active in the area. WINS took part in the opening session together with senior representatives from government and industry in Austria. WINS also participated in sessions related to digital transformation and developing and sustaining a capable workforce.

## Conference of the Parties to the Amendment to the Convention on the Physical Protection of Nuclear Material

WINS attended the in-person Conference of the Parties to the Amendment to the Convention on the Physical Protection of Nuclear Material (A/CPPNM) convened by the depositary for this convention, the IAEA, from 28 March -1 April 2022. WINS attended the NGO session of the plenary and gave a powerful address on the new concept of "threat", which was well received by many States Parties and other NGO representatives. WINS also convened a side event highlighting the role of industry in the A/CPPNM and introducing the concept of an expanded suite of Benchmarking and Evaluation Services for the nuclear industry.

## World Nuclear Association

WINS met with the Director General of the World Nuclear Association, Ms Sama Bilbao y Leon at the IAEA General Conference in September 2021. The meeting discussed the contribution of WINS to the Security Working Group and opportunities to strengthen the collaboration of the two organisations in relation to the contribution of industry to nuclear security and gender parity and diversity in the nuclear industry.

## ASEAN Centre for Energy

WINS strengthened its collaboration with the ASEAN Centre for Energy. WINS also conducted a half-day workshop on Nuclear Security and Small Modular Reactors during the annual meeting of the Nuclear Energy Sub Sector Meeting of ASEAN Member States hosted by Brunei Darussalam. The WINS Academy team gave a presentation on developing capacity and capability in nuclear security, with the offer for 50 scholarships for nominees from ASEAN countries.

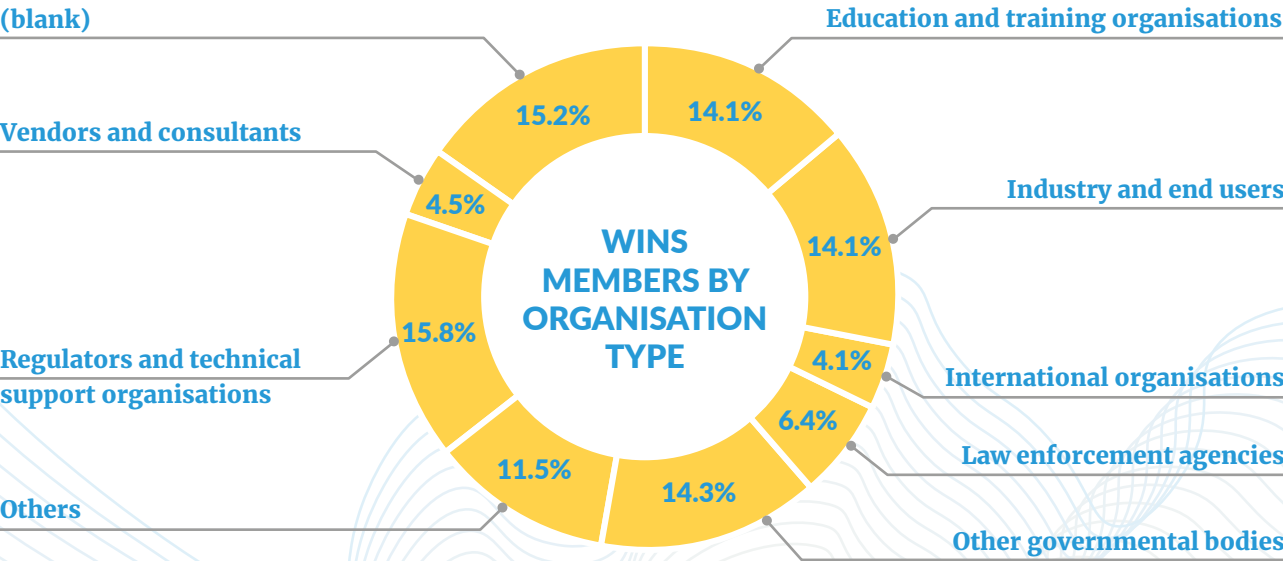
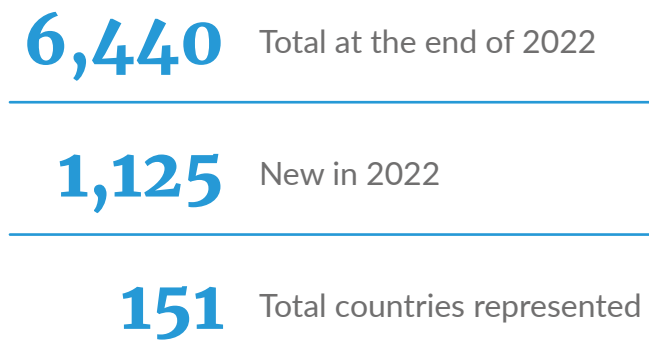
## Reuters Events: SMR & Advanced Reactor

WINS attended this conference as well as moderating and conducting a workshop on Security and Safeguards considerations for SMRs. The event, which examined the challenges with moving SMRs from pilot to commercialisation, brought together senior executives from utilities, reactor developers, investors, regulators, the supply chain and more.

MEMBERSHIP

Members

WINS is a member-based professional institute. In 2022, our membership base grew by more than 1,125 new individuals, an average of 94 per month.



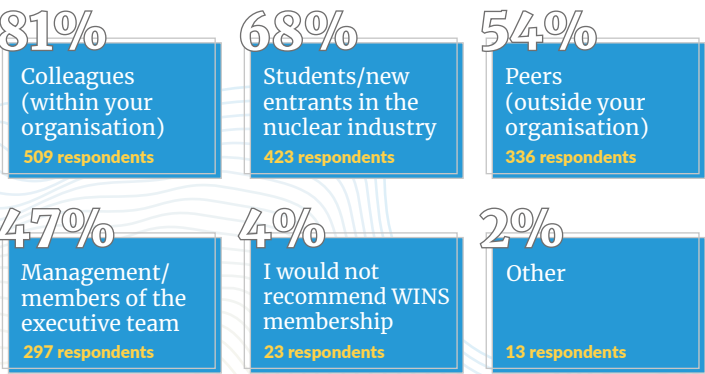
2022 Membership Survey Results



How has your WINS membership improved your knowledge, skills and abilities related to addressing nuclear security threats and risks?



96.3% Would recommend WINS membership to:



Membership Participation



Gender Equality, Diversity and Inclusion by Design

In September 2022, WINS published its first self-assessment and evaluation tool as part of WINS’ Benchmarking and Evaluation Services. The tool is designed for organisations working in the nuclear sector that want to assess their progress on gender equality, diversity and inclusion.

WINS launched the Self-Assessment, Evaluation and Action Plan Tool at two dedicated webinars. The first launch was formally presided over by HE Ambassador Troy Lulashnyk, Permanent Representative of Canada to the United Nations Organizations in Vienna and Ambassador of Canada to Austria and Slovakia. Special guests at the launch were representatives of organisations that were heavily involved in the development and piloting of the tool: Los Alamos National Lab, Bruce Power and the UK Civil Nuclear Constabulary.

The second launch was designed for the Asia-Pacific region. The launch was formally presided over by Lieutenant Colonel Jasmine Diab of the Australian Defence Force, who also holds the role of President of Women in Nuclear Australia. Ms Pamela Naidoo from the Australian Nuclear Science and Technology Organisation, who was heavily involved in the development and piloting of the tool, was a special guest.

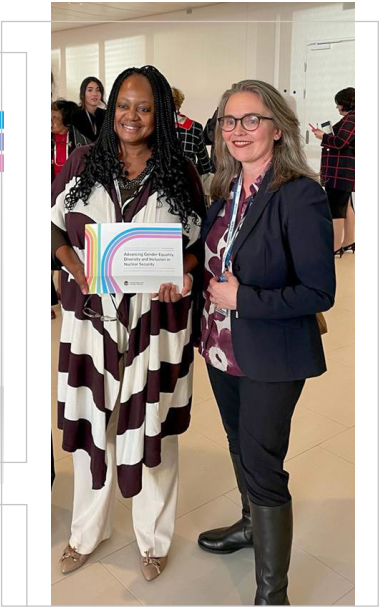
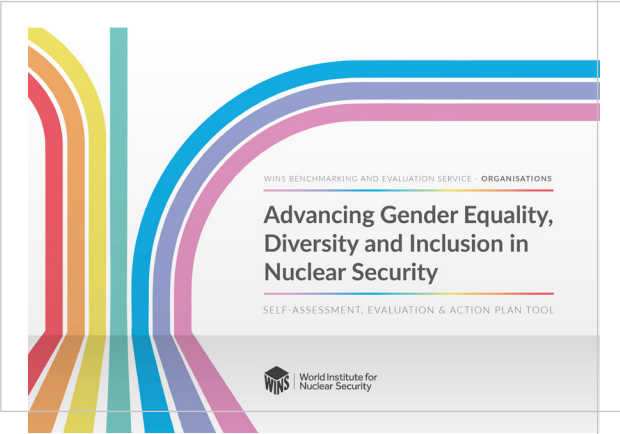
The self-assessment was also promoted during the IAEA General Conference and was well received by the nuclear community. The tool was cross promoted by US Under Secretary of State for Arms Control and International Security Ambassador

Bonnie Jenkins and Mr Callum Thomas, Chief Executive of Thomas Thor Associates. The tool was also featured during a Women in Nuclear IAEA-sponsored event and reception held during the General Conference. This provided an opportunity to promote the tool to Women in Nuclear members from chapters all around the world.

WINS also developed a policy on gender equality, diversity and inclusion as well as a policy to prevent harassment, discrimination and bullying. The Executive Director made a formal decision requiring all staff to include these principles in their work as well as reflecting this behaviour internally as part of the WINS’ QMS and procedures to ensure the organisation’s commitment to the principle of “gender equality by design”.

Following these policies, WINS has put specific emphasis on the design of inclusive programmes and projects that foster the participation and professional development of women and people from diverse gender identities in nuclear security. Some of the actions WINS has undertaken include selection of female SMEs, the development of guidance for facilitators on inclusive and diverse events, the use of inclusive language in WINS publications, and a communications and outreach programme targeting women and minorities.

Download toolkit





An Overview of 2022

In 2022, WINS restarted the organisation and conduct of in-person events while maintaining its offer of virtual engagements. WINS successfully delivered a large range of online activities to its members and the broader community of practitioners willing to share their experience and discuss their lessons learned for nuclear security.

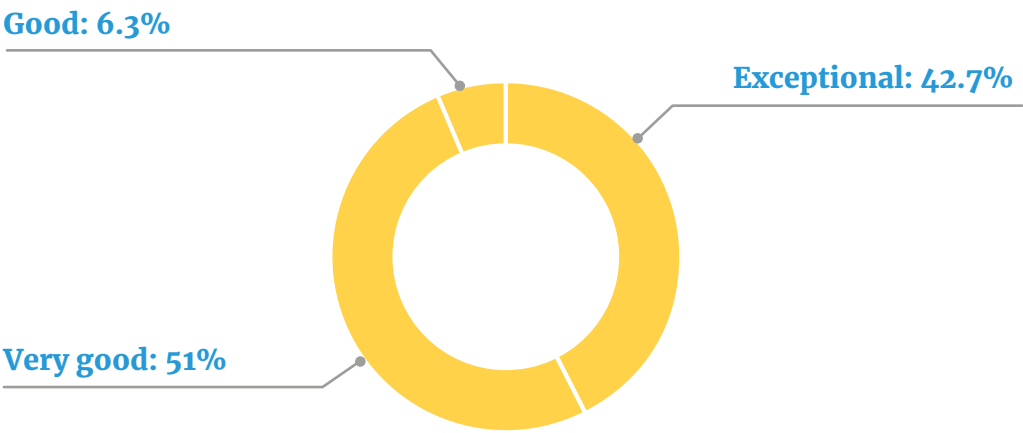
Multiple workshops, webinars and other engagements were organised to support the identification and dissemination of international nuclear security best practices. These events were thought provoking and built around expert presentations, professionally facilitated discussions, polling questions, and interactive discussions during plenary or smaller groups.

Participants continued to express a very high level of satisfaction. WINS maintained its efforts to increase the participation of women in its events and benefited from multiple contributions from female subject matter experts. WINS engaged more than 900 individuals from all regions of the world through 20 online events.

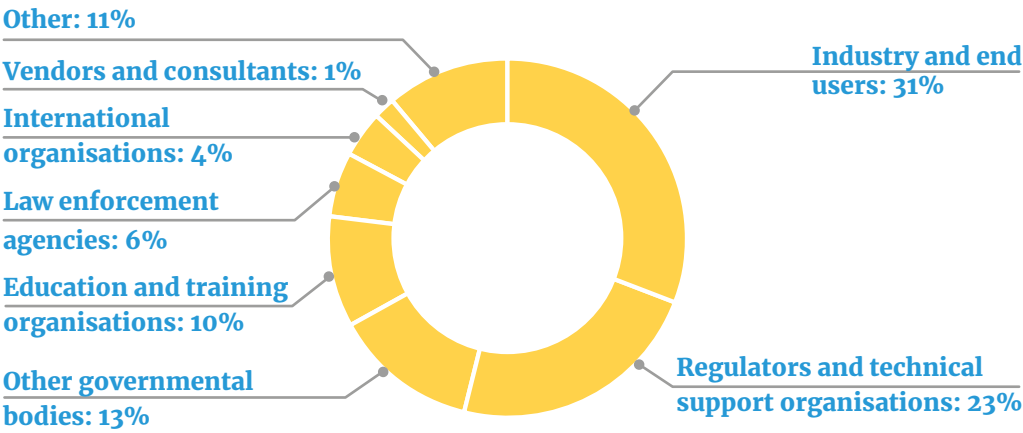
Some online events were offered in Spanish or with simultaneous interpretation from English into Spanish, French and Ukrainian. Topics covered by our series of events included a broad range of security areas, such as cybersecurity, insider threat mitigation, radioactive source security, transport security, and security culture.

1,172	Event participants
789	Workshops and roundtables participants
106	Training course participants
219	Webinars participants
40%	Total female participants
42%	Total female speakers

Participants Satisfaction in 2022<sup>1</sup>



Participants by sector<sup>2</sup>



<sup>1</sup>THIS EVALUATION WAS BASED ON THE AVAILABLE DATA

<sup>2</sup>THIS EVALUATION WAS BASED ON THE AVAILABLE DATA



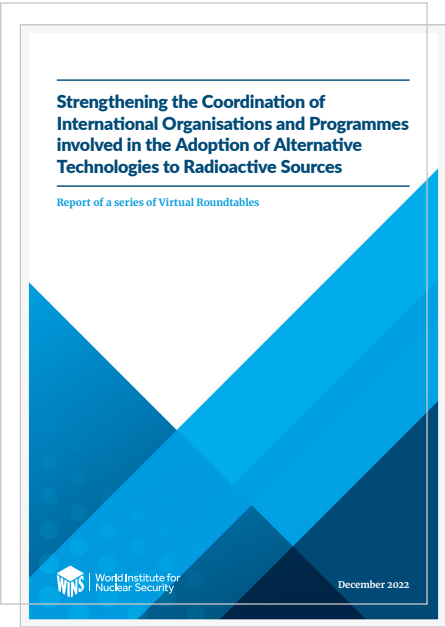
EVENT HIGHLIGHTS

Online Events

3rd Virtual Roundtable on Strengthening the Coordination of International Stakeholders involved in the Adoption of Alternative Technologies to Radioactive Sources

 JANUARY 2022

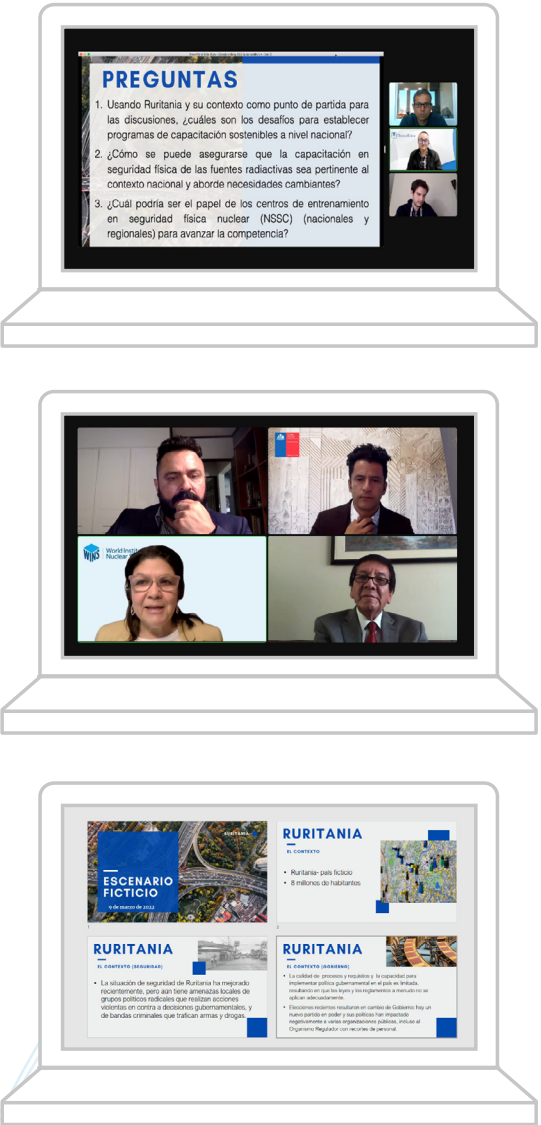
WINS has hosted a series of roundtables bringing together prominent international organisations and experts dealing with radiation-generating equipment. The third edition reviewed the coordination and cooperation practices of international stakeholders involved in the adoption of alternative technologies in order to identify potential issues and suggest solutions to avoid duplication of initiatives or conflicting objectives. In response to the discussions, WINS initiated a project to map out the international stakeholders involved in the manufacture, procurement, and development (outside of manufacturer development) of non-radioisotopic or alternative technologies; capacity-building initiatives; and end-of-life management of disused sources. The final report was released in December 2022.



Workshop on the Sustainability of Radioactive Source Security in Latin America and the Caribbean

 MARCH 2022

This workshop reviewed existing resources and regional/international cooperation mechanisms that help strengthen and sustain the regulatory framework for the security of radioactive sources. Participants also discussed how increasing professionalisation and ensuring the continued availability of professionals with the necessary skillset can contribute to a sustainable radioactive source security regulatory framework.



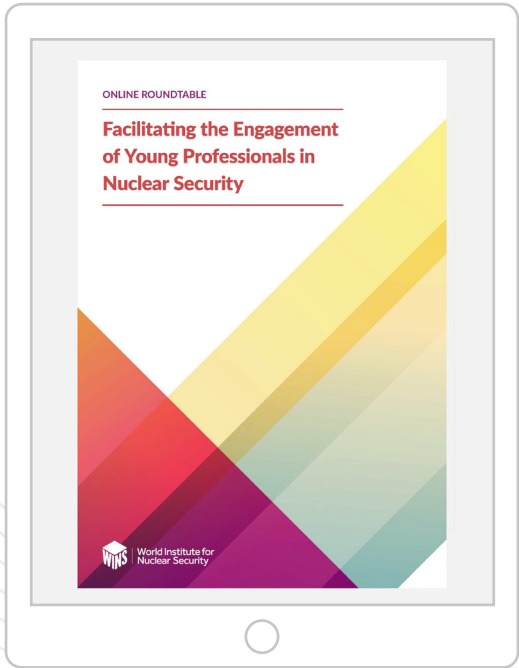
EVENT HIGHLIGHTS

Online Events

Roundtable on Facilitating the Engagement of Young Professionals in Nuclear Security for the Nuclear Sector

APRIL 2022

This online roundtable brought together early career and experienced nuclear security professionals to identify and understand the challenges and opportunities for the next generation of nuclear security professionals.



WINS Academy Ambassadors annual online meeting - Climate change and the role of nuclear

JUNE 2022

In June, the WINS Academy Ambassadors met for their annual online meeting. Ambassadors from Europe, Africa, Asia and Latin America shared their views about climate change, the role civil nuclear has to play to achieve a carbon net zero, as well as what will be required from a nuclear security perspective.



Let's Talk about Nuclear Security - Effective Communication Strategies for a Changing World

DECEMBER 2022

In this workshop, communications experts, nuclear security experts and social media influencers discussed current challenges to effective communication—including the prevalence of miscommunication and fake news—as well as strategies to counter or prevent these. They also shared their strategies and best practices in this area including the use of innovative narratives and different forms of communication, including social media.





EVENT HIGHLIGHTS

In-person Events

Launch of the WINS International Best Practice Guide on Regulatory Practices for Radioactive Source Security at the IAEA Conference on Safety and Security of Radioactive Sources 2022

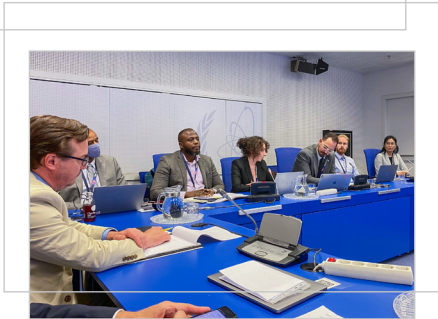
JUNE 2022

WINS launched its new Best Practice Guide on *Regulatory Practices for Radioactive Source Security* at the IAEA Conference on Safety and Security of Radioactive Sources 2022. The event highlighted the key messages of the guide while encouraging participants to discuss the context of regulatory practices and oversight for the security of radioactive sources. It also offered an opportunity to identify best practices and discuss them with a broader audience.

Joint iia/WINS Workshop on the Security of Gamma Irradiation Facilities

NOVEMBER 2022

This workshop encouraged participants to discuss their lessons learned, good practices and remaining challenges in designing and implementing security arrangements at gamma irradiator facilities. In particular, it was an opportunity to review credible threats to the radioactive sources in use at gamma irradiation facilities and review various approaches for mitigating the radiological security risk.



WINS' Role in Supporting National Nuclear Security Support Centres

Supporting the Development of Sustainable Nuclear Security Training in Thailand

In September 2022, the multi-year project to support the development of sustainable nuclear security training in Thailand was concluded. Building on the outcomes of this project, a new collaboration project between WINS and Thailand's Office of Atoms for Peace will be initiated in 2023. This new project, also funded by Global Affairs Canada, focuses on sustaining capacity-building activities in Thailand and commencing these activities in ASEAN countries in important areas of nuclear security including nuclear security culture, cybersecurity, transport security as well as radioactive source security. The project will also focus on equality of opportunity for female and male subject matter experts and ensure that every activity is designed having regard to WINS' gender equality principles.



Publications

All WINS Members have full access to the Knowledge Centre, which provides an extensive archive of information on nuclear security, including WINS International Best Practice Guides (BPGs), Special Reports, Guidelines and Methodologies for conducting benchmarking and evaluation services, and other corporate publications including the annual report, our strategic objectives and selected extracts from our Quality Management System.

The Knowledge Centre offers our Members and Alumni up-to-date, practical, comprehensive and high-quality information that is grounded in actual international best practice and can be downloaded immediately. These documents and tools provide individuals involved in the security of nuclear and other radioactive materials with information relevant to the implementation of their responsibilities and contributing to the development of their competencies in nuclear security. In 2022, WINS updated its series of BPGs and further expanded the number of special reports and performance assessment tools. In particular, WINS published one new BPG: *Regulatory Practices for Radioactive Source Security* and updated a further three BPGs. WINS also published a Special Report on *Sustaining Human Resources in the Area of Prevention, Detection and Response to Nuclear and Other Radioactive Material Out of Regulatory Control*. Lastly, WINS published a new self-assessment tool: *Self-assessment and Evaluation Tool on Gender Equality, Diversity and Inclusion*.



WINS Publications in 2022

2,730 Prints

1,186 Downloads

Top 5 BPG downloads in 2022

- 1 4.3 Cybersecurity in the Nuclear Industry
- 2 5.9 Regulatory Practices for Radioactive Source Security
- 3 4.2 Managing Interfaces between Nuclear Safety and Security at Nuclear Facilities
- 4 3.1 Managing Competency and Training
- 5 1.4 Nuclear Security Culture

Revised and updated in 2022

- BPG 3.1 Managing Competency and Training
- BPG 4.2 Managing Interfaces between Nuclear Safety and Security at Nuclear Facilities
- BPG 4.3 Cybersecurity in the Nuclear Industry





### Benchmarking and Evaluation Services

Measuring the performance of nuclear security arrangements at a facility and benchmarking the results against the performance of nuclear security measures at other similar facilities is an essential element to demonstrate that security risks are being effectively managed and mitigated. Very few international nuclear security benchmarking opportunities exist, and these are not usually designed to be conducted at a facility level. There are virtually no industry-to-industry peer reviews of security arrangements at nuclear facilities. WINS believes it could play an important role in filling this gap.

In 2022, WINS updated its strategy for developing benchmarking and evaluation services to assess security arrangements at nuclear facilities. WINS has also started to develop a set of Benchmarking and Evaluation Services capable of providing an external assessment of security arrangements at nuclear facilities. This line of services, WINS BES, will build on the existing guidelines already published by WINS and on the experience gained during the development of the WINS series of Best Practice Guides (in particular, the maturity scale and questions about personal contributions available in each). It will also complement the self-assessment tools already produced or in development by WINS. In 2023, WINS will actively promote BES opportunities and will encourage industry to host such activities.





Training and Certification

Greater engagement with our learners was a key priority for the WINS Academy Team throughout the year, particularly to provide encouragement and support to learners to continue their professional development and learning regarding nuclear security, complete their programmes and take their exams in a timely manner to achieve certification.



*Because WINS is one of the most well-known institutions in this field, being a CNSP under the WINS Academy also increases my visibility and enhances my network, as well as my resources.*

OZGE OZKAN, RESEARCH ASSISTANT AND PHD CANDIDATE AT ISTANBUL TECHNICAL UNIVERSITY IN TURKEY



*Once I started the learning journey, my main goal was to successfully complete the programme, because I discovered that the accomplishment of getting certified would open new doors of opportunities for me.*

IDJIWOLE FRANCOIS BOLARIWON AYODELE, PHD IN NUCLEAR INSTRUMENTATION



WINS Academy

The year brought with it many new scholarship opportunities for women as well as men and women from developing countries. The WINS Academy has been actively promoting these to WINS Members and reaching out to potential new members, with Latin America, Africa and Asia being key target regions.

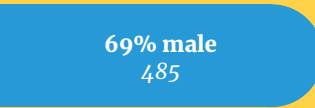


*WINS opened my eyes to a new world of security. [...] The material that WINS brought to me allowed me to structure my scientific approach to security. In some ways, I felt like I was studying security again as a science.*

SANTIAGO SENDRA, NUCLEAR SECURITY COORDINATOR AT THE NATIONAL ATOMIC ENERGY COMMISSION AND AT THE INTECNUS FOUNDATION IN ARGENTINA



2022 achievements



The ability to continue to offer PearsonVUE **Test Centre** and **OnVUE** online testing to learners has allowed exam scheduling to recover to almost projected levels (post-Covid), enabling successful candidates to become certified in nuclear security and become part of the growing Alumni Network. Additionally, the desire to encourage more women working in nuclear to undertake professional development in nuclear security is one of our key goals, and we are pleased that the percentage of women taking Academy programmes and achieving certified professional status continues to increase!


Update to WINS Academy Programmes

Unbundling


The WINS Academy made changes in 2022 to offer two new certifications: Certified Nuclear Security fundamentals Professional (CNSfP) and Certified Nuclear Security specialised Professional (CNSsP). The WINS Academy has restructured its programme around these two tracks, rather than the CNSP and CRSP programmes. Significant changes have been made to the WINS Academy webpages for the uptake of scholarships and for purchases.

Learners now have greater flexibility to decide their preferred programme of study. This structure allows learners to pursue the subject that interests them most, either the fundamental principles of nuclear security or any of the more specialised modules. It also gives all learners a consistent and fair way of attaining certification. Now learners can achieve Certified Nuclear Security Professional status through all module programmes by passing one exam, whilst continuing to receive the same rigour and quality requirements for programme modules and exams.


View WINS Academy Programmes



**CNS<sup>sP</sup>** | Certified Nuclear Security specialised Professional  
World Institute for Nuclear Security



**CNS<sup>fP</sup>** | Certified Nuclear Security fundamentals Professional  
World Institute for Nuclear Security



Academy Module Updates

In 2022, we continued to strengthen academy content with the revision of several modules and the translation of modules into Spanish and Ukrainian.

Updated Nuclear Security Regulations module and the Foundation Module

The WINS Academy published new editions of the Foundation Module and Nuclear Security Regulation module. The updates were carried out with the support of peer review groups and industry experts.

Translation of Foundation Module, Transport Security Management Module and Cybersecurity in the Nuclear Industry into Spanish

The WINS Academy also published the Spanish version of the Foundation, Transport Security Management, and Cybersecurity in the Nuclear Industry modules in 2022. This is in line with the WINS Academy’s outreach efforts in Latin America.

Translation of Radioactive Source Security Management into Ukrainian

The Ukrainian version of the Radioactive Source Security Management module was published in 2022 as part of a larger project that will continue through 2023 in cooperation with Igor Sikorsky Kyiv Polytechnic Institute, establishing a pathway for sustainable capacity and capability building in the region.





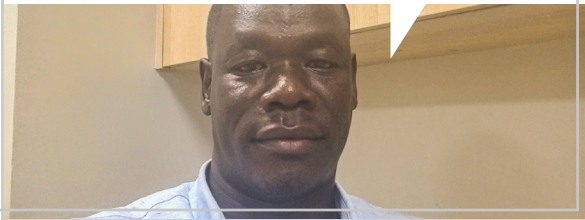
Growth of WINS Academy Ambassador Programme

In 2022, the Academy Ambassador programme continued to grow. Nine new WINS Ambassadors joined the programme, culminating in a total of 43 ambassadors by the end of 2022. Representing more than 26 countries, WINS Ambassadors are playing a vital and voluntary role with WINS for global outreach on matters of security for nuclear and other radioactive materials within their regions and networks, encouraging peers, colleagues and other individuals interested in developing their professional awareness, knowledge and engagement with WINS.



*I encourage all staff that are directly involved in the use of radioactive sources to enrol in this course. WINS Academy training will enable them work with confidence in regards to the safety and security of the sources.*

BONNY ABAL, MEDICAL PHYSICIST AT THE UGANDA CANCER INSTITUTE



*By being a WINS Academy Ambassador, I can contribute to the Nuclear Security Culture Committee in [Atomic Energy Licensing Board] and have access to broader networks, including the alumni network. I will be able to exchange ideas and share experiences with international professionals in the nuclear security sector.*

WEI-ENG ANG, PRINCIPAL ASSISTANT DIRECTOR AT THE ATOMIC ENERGY LICENSING BOARD IN MALAYSIA



A new Ambassador Webpage debuted in 2022, showcasing who the ambassadors are and what work they do. The webpage features an interactive map where WINS Members can find more information on each ambassador as well as access their interviews with the WINS team.



*This programme is truly a meaningful step towards professional development and advancement. With the possibilities and courses offered, the confidence in performing either job responsibilities or academic work is guaranteed.*

*This pleasant journey doesn't end with the completion of the particular course and granting of the certificate. You are offered a venue to share your knowledge, to encourage others, to proudly represent the Academy and even have the WINS logo in your signature.*

INA GRIGALASHVILI, INTERNATIONAL PROJECT MANAGER AT THE AGENCY OF NUCLEAR AND RADIATION SAFETY – REGULATORY AUTHORITY OF GEORGIA



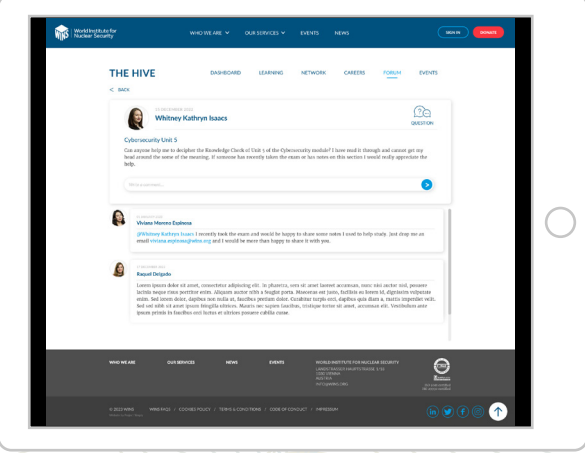
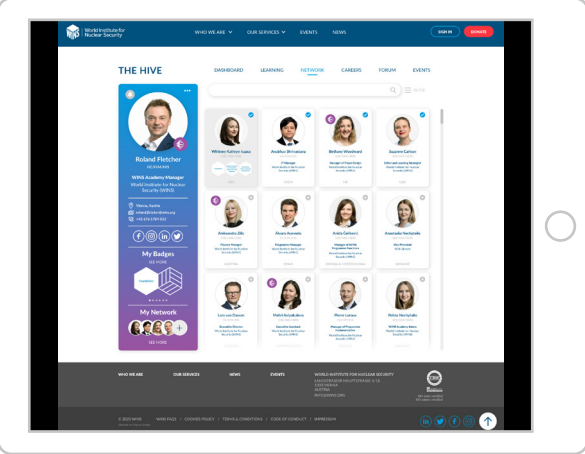


Upcoming: Alumni Portal & Digital Credentials

For 2023, the WINS Academy is developing a new Alumni Portal that will allow for better networking opportunities for all WINS Academy Alumni, including a message board; the ability to connect with other alumni interested in similar areas of nuclear security; and opportunities to share external news items, post papers and articles, and upload job postings.

Additionally, the WINS Academy will introduce digital credentials in 2023. WINS Academy Alumni will be able to showcase their skills and competences gained through the academy programmes in a portable, verifiable way that provides valuable context.

Outreach will remain a top priority to encourage individuals to join WINS as members and to take up continued professional development learning opportunities. Europe and, in particular, countries close to Ukraine have become a strong focus for nuclear security. Encouraging more women to take up scholarship opportunities is of great importance with greater outreach and collaboration with Women in Nuclear chapters.



## SUPPORT PROCESSES

WINS' support processes include our internal controls, quality management arrangements, financial services, human resources and professional development processes. We seek external and independent assurances about the quality of our systems, and wherever possible pursue external certification. Examples include the Board Assurance Statement that is published on an annual basis, ISO standards for quality management, and an external IT penetration testing of our systems.

WINS successfully passed ISO surveillance audits for compliance with ISO 9001:2015 and ISO 29993:2017 in December 2022. ISO 9001:2015 is designed to help organisations ensure that their quality management system and processes meet the needs of their customers and other stakeholders. ISO 29993:2017 certification is to assure quality and continuous improvement in WINS Academy and other professional related training activities of WINS.

WINS conducts periodic IT penetration tests using external certified consultants. Any recommendations are implemented as a matter of priority in the continuous effort to address new threats. We consider this a matter important for our reputation.

WINS' 2022 financial accounts were independently audited by Deloitte in March 2023 and found to be fully satisfactory. The audit extended to both the financial systems and controls, as well as to the programmatic controls. At the time of publication of this report, the 2022 financial audits have been completed, achieving the same independent assurances over financial compliance.

## FINANCIAL PERFORMANCE

WINS' 2022 financial accounts were independently audited by Deloitte in March 2023 and found to be fully satisfactory. The audit extended to both the financial systems and controls, as well as to the programmatic controls. At the time of publication of this report, the 2022 financial audits have been completed, achieving the same independent assurances over financial compliance.

### BALANCE OF FINANCIAL POSITION ON 31.12.2022

**WINS assets (A) €5,707,678**

Restricted funding for programme deliverables	€4,455,263
Unrestricted funding for corporate development	€279,267
Outstanding liabilities and provisions	€923,148

**Total liabilities (L) €5,657,678**

**Operating reserves (A-L) €50,000**

### OVERVIEW OF INCOME AND EXPENSES IN 2022

Income from delivered programme	€3,515,045
Corporate donations and other income	€90,716

**WINS income €3,605,761**

**WINS expenses €3,338,502**



WINS STAFF MEMBERS

Lars van Dassen  
Executive Director



Anubhav Shrivastava  
IT Manager



Przemyslaw Michalski  
Head of Organisational  
Functions



Tomás Bieda  
Senior Project Manager



Abdel Sharabati  
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Bethany Woodward  
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Raquel Delgado  
Programme Manager



Viviana Espinosa Moreno  
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WINS Academy Project  
Manager



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Mehri Avlyakulova  
Executive Assisstant



Roland Fletcher  
Head of the WINS  
Academy



Anastasiia Nechytailo  
WiN Ukraine Vice President



Pierre Legoux  
Head of Programme  
Implementation



Suzanne Carlson  
Editor and Learning  
Strategist



Anida Čeliković  
Manager of WINS  
Programme Functions  
Currently on maternity leave



Polina Nechytailo  
WINS Academy Assistant



Tatjana Todić  
Project Assistant



**Yasmina Jennane** departed WINS after nearly two years as Senior Project Manager. We thank Yasmina for her outstanding work with WINS and wish her the best in her career.

**Margaryta Rayets** departed her staff position at WINS and will be continuing her valuable work with us in a consulting capacity.



## 2023 TARGETS

1

Maintain levels of satisfaction among event participants above 95%

2

Increase the numbers of WINS Academy Alumni from 685 to 950

3

Complete the development and implementation of an Alumni Portal

6

Improve the level of staff satisfaction in all key areas to 75% (staff survey)

7

Launch a companion tool to our self-assessment, evaluation and action plan tool

8

Maintain a minimum of 40% representation of women participating in and sharing their expertise at WINS events and in the context of WINS programmes

4

Restructure the Knowledge Centre to ensure that all content is included and appropriately categorised under new headings

5

Conduct two BES consultations

9

Assess the current website design, identify improvements and have a specification for future developments to be introduced

10

Monitor and define new areas of work by allocating 7% of the annual budget to unrestricted funds that support strategic development



World Institute for  
Nuclear Security

WINS (23)03

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International NGO under Austrian Law BGBl. I Nr 54/2021

GZ: StF: BGBl. II Nr 593/2021

