

MANAGEMENT BOARD DECISION

DECISION No. MB/2025/02

**OF THE MANAGEMENT BOARD OF THE EUROPEAN UNION AGENCY FOR
CYBERSECURITY (ENISA)**

of 10 February 2025,

on approving the launch of the Advisory Group Call 2025

THE MANAGEMENT BOARD OF ENISA

Having regard to

- Regulation (EU) 2019/881 of the European Parliament and of the Council of 17 April 2019 on ENISA (the European Union Agency for Cybersecurity) and on information and communications technology cybersecurity certification and repealing Regulation (EU) No 526/2013 (Cybersecurity Act), in particular Article 21(1).
- Decision No MB/2020/02 of the Management Board of ENISA of 3 February 2020 on the Establishment and Operation of the Advisory Group, in particular Article 2(3),

Whereas

- (1) The Advisory Group is a body created pursuant to Article 21 of the Cybersecurity Act;
- (2) Prior to the publication of the Advisory Group Call, the Executive Director of ENISA shall submit the text of the Call to the Management Board for approval;
- (3) The Executive Board endorsed this Decision at its meeting held on 23-24 January 2025.



HAS DECIDED TO ADOPT THE FOLLOWING DECISION

Article 1

The Call for Expression of Interest for ad personam membership of the ENISA Advisory Group (ENISA AG) is hereby approved as set out in the Annex of this decision.

Article 2

The present decision shall enter into force on the day of its adoption. It will be published on the Agency's website and the Call will be advertised directly to relevant communities and in ENISA social media channels.

Done at Athens on 10 February 2025.

On behalf of the Management Board,

[signed]

Ms Fabienne Tegeler

Chair of the Management Board of ENISA



ANNEX: CALL FOR EXPRESSION OF INTEREST FOR AD PERSONAM MEMBERSHIP OF THE ADVISORY GROUP OF THE EUROPEAN UNION AGENCY FOR CYBERSECURITY (ENISA)

1. SUMMARY

The Executive Director of the European Union Agency for Cybersecurity (ENISA) is opening a Call for Expression of Interest for ad personam membership of the ENISA Advisory Group (ENISA AG), to be assigned for a **period of two and a half years**¹ with an **indicative starting date of the term of office as of 1 August 2025**. According to Recital 61 and Article 21(5) of Regulation (EU) 2019/881 (Cybersecurity Act)², the ENISA AG advises the Agency in respect of the performance of ENISA's tasks except of the application of the provisions of Title III (Cybersecurity Certification Framework) of the Cybersecurity Act. It shall in particular advise the Executive Director on the drawing up of a proposal for the Agency's annual work programme and on ensuring communication with the relevant stakeholders on issues related to the annual work programme. The ENISA AG shall inform ENISA's Management Board of its activities on a regular basis.

This Call invites nationals of the Member States of the European Union and EFTA countries. Selected candidates will be appointed '**ad personam**' as experts. This means they neither represent a country, nor a company or any other organisation, but are **selected upon the basis of their own specific expertise**. Ad personam members of the ENISA AG shall therefore not delegate their responsibilities to another member or to a third person.

The ENISA AG will be composed of **up to 33 leading experts**³ **representing stakeholder groups listed under Chapter 3** of this Call.

The mandate of the ENISA AG is described in Article 21 of Regulation (EU) 2019/881 (Cybersecurity Act). Please note that this call for expression of interest is **not** a recruitment procedure.

¹ Article 21(4) of Regulation (EU) 2019/881.

² <https://eur-lex.europa.eu/eli/reg/2019/881/oj>

³ According to Article 1(4) of Decision No MB/2020/2 of the Management Board of ENISA of 3 February 2020 on the Establishment and Operation of the Advisory Group.

2. HOW TO APPLY

Applications should be submitted until **11 March 2025, 23:59 EET Athens time zone / 22:59 CET Brussels time zone** via the application website [\[insert link to application website\]](#).

Applicants are advised that only applications submitted within the deadline via the dedicated application website will be taken into consideration. Spontaneous applications outside this application procedure will not be taken into consideration.

For questions about this Call, please contact: ag-sec@enisa.europa.eu

3. QUALIFICATIONS AND EXPERIENCE REQUIRED

3.1 ELIGIBILITY CRITERIA

Candidates must meet all the eligibility criteria on the closing date for applications. In order to be eligible a candidate must:

- Be a national of one of the Member States of the European Union or the EFTA countries;
- Have proven experience in the field of cybersecurity from at least one of the following areas:
 - a) The information and communication technology (ICT) industry, providers of electronic communications networks or services available to the public, SMEs, operators of essential services;
 - b) Consumer organisations and groups in the field of cybersecurity;
 - c) Academic organisations in the field of cybersecurity.

Members of the ENISA Management Board shall not be members of the ENISA AG in accordance with Article 21(4) of Regulation (EU) 2019/881 (Cybersecurity Act).

ENISA staff members shall not be members of the ENISA AG in accordance with Article 4 of Decision No MB/2020/2 of the Management Board of ENISA of 3 February 2020 on the Establishment and Operation of the Advisory Group.

In addition, candidates, who were previously appointed as ad personam members of the ENISA AG or who were selected for the reserve list under a preceding Call for Expression of Interest for Membership of the ENISA AG, are eligible to apply under this Call.

3.2 SELECTION CRITERIA

In the assessment of the applications, the Executive Director will take into consideration the following selection criteria:

- a) Proven abilities and knowledge in the fields relevant to the mandate of the Advisory Group (e.g. providing cybersecurity expertise and strategic guidance to senior management);
- b) Capacity to contribute to issues that relate to the Agency's tasks and obligations as mentioned in Regulation (EU) 2019/881 (Cybersecurity Act) and other relevant EU legislation, such as Directive (EU) 2022/2555 (NIS 2 Directive) and Regulation (EU) 2024/2847 (Cyber Resilience Act);
- c) Abilities and knowledge regarding sectors referred to in the NIS 2 Directive and implementation aspects of the NIS 2 Directive;
- d) Abilities and knowledge in implementation aspects of the Cyber Resilience Act (e.g. cybersecurity vendors, manufacturers of digital products);

- e) Abilities and knowledge in emerging technologies (e.g. Artificial Intelligence, post-quantum cryptography);
- f) Abilities and knowledge in cybersecurity threat analysis.

4. SELECTION PROCESS

The total number of ENISA AG members shall not exceed thirty three (33).

The Executive Director will establish a dedicated Selection Committee, to assess the applications received. The Selection Committee will select applicants and submit those names to the Executive Director who will draw a proposal for the Management Board for the appointment of members of the ENISA AG. The ENISA Management Board shall aim to ensure appropriate gender and geographical balance as well as balance between the different stakeholder groups. An attempt will be made to ensure that the different stakeholder groups have a minimum level of representation during the selection of the ENISA AG members. Moreover, the applicants' contribution to the European society and economy will be taken into consideration.

It is strictly forbidden for applicants to make any contact with the Selection Committee, either directly or indirectly. Any contact attempt may lead to exclusion of the applicant from the selection procedure.

The most suitable candidates, based on the criteria listed in chapter 3 will be placed on the reserve list.

The reserve list will be valid for a period of two and a half years. It should be noted that inclusion on the reserve lists does not imply any entitlement of appointment as member of the ENISA AG.

In accordance with Article 1(1a) of Decision No MB/2020/2 of the Management Board of ENISA of 3 February 2020 on the Establishment and Operation of the Advisory Group, the selected applicants will be appointed 'ad personam' as members of the ENISA AG. The term of office shall be two and a half years according to Article 21(4) of Regulation (EU) 2019/881 (Cybersecurity Act).

The list of the members of the ENISA Advisory Group will be published on the Agency's web site and elsewhere, as deemed appropriate.

5. MEETINGS AND TRAVEL REIMBURSEMENTS

The ENISA AG meetings are convened and chaired by the Executive Director. The appointed experts will be contacted by the Agency for further information.

A minimum of 2 meetings per calendar year are foreseen and, in addition to the meetings, active engagement regarding written feedback requests on the activities and outputs foreseen in the Agency's annual work programme except of the application of the provisions of Title III (Cybersecurity Certification Framework) of the Cybersecurity Act.

Travel and subsistence expenses incurred in connection with the activities of the ENISA AG will be reimbursed by the Agency in accordance with a decision of the Executive Director on the reimbursement of persons not employed by ENISA.

The Executive Director may call upon applicants not selected to the ENISA AG to advise and provide expertise on ENISA's operational activities whenever applicable.

6. DECLARATIONS OF CONFLICT OF INTEREST⁴

Candidates applying to be considered for inclusion in the ENISA AG hereby agree that by submitting their applications, in case they are appointed to the ENISA AG, they also agree to the publication on the ENISA website of their initial Declarations of Conflict of Interest followed by an annual declaration⁵, according to Article 6 of MB Decision 2021/15 on Rules of Prevention of Conflict of Interests. Applicants are advised that noncompliance with the requirements for Declarations of Conflict of Interest shall deem them to be ineligible to participate in the work of the ENISA AG.

The members of the ENISA AG should fill in the Forms of Annual Declaration of Commitment and of Annual Declaration of Interest as included in Annex 1 and Annex 2 of MB Decision 2021/15 on Rules of Prevention of Conflict of Interests.

The persons concerned should be responsible for their own declarations.

7. DATA PROTECTION

All personal data shall be processed in accordance with Regulation (EU) No 2018/1725 of the European Parliament and of the Council (OJ L 295, 21.11.2018, p. 39–98) on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data.

All personal data of the applicants will be stored for a maximum period equal to the duration of the mandate of membership of the ENISA AG selected via this Call. After this period, data will be deleted. ENISA does not publish personal data of candidates. Personal data is processed by and accessible to authorised ENISA personnel. Personal data submitted is kept confidential. ENISA is supervised by EDPS, <http://www.edps.europa.eu>. For any further enquiries, you may contact the Data Protection Officer at: dataprotection@enisa.europa.eu

⁴ MB Decision 2021/15: <https://www.enisa.europa.eu/about-enisa/structure-organization/management-board/management-board-decisions/mb-decision-2021-15-on-conflict-of-interests.pdf>

⁵ Further information and definitions are available in MB Decision 2021/15: <https://www.enisa.europa.eu/about-enisa/structure-organization/management-board/management-board-decisions/mb-decision-2021-15-on-conflict-of-interests.pdf>