

CALL FOR APPLICATIONS ON ENISA STANDARDISATION AD HOC WORKING GROUP

1. INTRODUCTION

The Standardisation Ad Hoc Working Group (AHWG) will aim at supporting European Union Agency for Cybersecurity (ENISA) regarding Cybersecurity Standardisation as stipulated in Regulation(2019/881)- Cybersecurity Act, Article 8, paragraph 1 *“monitoring developments, on an ongoing basis, in related areas of standardisation and recommending appropriate technical specifications for use in the development of European cybersecurity certification schemes pursuant to point (c) of Article 54(1) where standards are not available;”* and paragraphs 5 and 6 *“5. ENISA shall facilitate the establishment and take-up of European and international standards for risk management and for the security of ICT products, ICT services and ICT processes.*
6. ENISA shall draw up, in collaboration with Member States and industry, advice and guidelines regarding the technical areas related to the security requirements for operators of essential services and digital service providers, as well as regarding already existing standards, including Member States’ national standards, pursuant to Article 19(2) of Directive (EU) 2016/1148”.

Furthermore, based on ENISA’s Single Programming Document 2025-2027¹ Activity 8 *“involves actions to promote and implement ‘security by design’ and ‘security by default’ measures in ICT products, services and processes, including through standardisation and the adoption of relevant codes of conduct.”* as well as *“...Secondly, the actions to support this activity include producing analyses and guidelines as well as good practices on cybersecurity and data protection requirements, including eIDAS2 and trust services, facilitating the establishment and take up of*

¹ <https://www.enisa.europa.eu/sites/default/files/2025-02/ENISA%20Single%20Programming%20Document%202025-2027%20-%20Condensed%20version.pdf>.

European and international standards across applicable areas such as risk management as well as performing regular analyses of cybersecurity market trends on both the demand and supply side including monitoring, collecting and identifying dependencies among ICT products, services and processes and vulnerabilities as well as incidents that have occurred.”

As such, ENISA’s involvement in Cybersecurity standardisation- now more than ever- is substantial to building and developing relationships with European Standardisation Organisations (ESO), International Standards Developing Organisations (SDO), as well as private standardisation organisations and fostering their exchange and potential alignment on cybersecurity related standardisation. While the collaboration with the standardisation organisations is continuous and dynamic, it is important to note that the Agency has been gradually developing a coherent approach towards standardisation organisations beyond ESOs, ISO, IEC and ITU as well as private standardisation organisations.

The core capabilities of ENISA build on contributing to consensus of key stakeholders when it comes to the value of standardisation. This AHWG will support ENISA with delivering its Standardisation Strategy as per its mandate and annual work programmes, while additionally supporting standardisation activities related to different cybersecurity policies. The AHWG will inter alia support ENISA to maintain an overview of cybersecurity related standardisation activities.

In addition to the above, the Agency has also been supporting cybersecurity certification by monitoring developments in standards to be applied in the evaluation of certification schemes and recommending appropriate technical specifications for the use in the development of certification schemes where standards are not available.

Additionally, during 2025 ENISA has undertaken new tasks, stipulated in the new legislative framework:

- Among them in the Directive 2022/2555 (“NIS2”): “The Commission, ENISA and the Member States should continue to foster alignments with international standards and existing industry best practices in the area of cybersecurity risk management, for example in the areas of supply chain security assessments, information sharing and vulnerability disclosure.”,
- In Regulation 2024/1183 (“eIDAS 2”), the synergies among ESOs and the European Commission are acknowledged -preamble 27 “.. *By protecting users and companies from*

cybersecurity risks, the essential cybersecurity requirements laid down in this Regulation also contribute to enhancing the protection of personal data and privacy of individuals. Synergies on both standardisation and certification on cybersecurity aspects should be considered through the cooperation between the Commission, the European Standardisation Organizations, the European Union Agency for Cybersecurity (ENISA), the European Data Protection Board established by Regulation (EU) 2016/679 and the national data protection supervisory authorities.”

By 21 May 2025, the Commission shall, by means of implementing acts, establish a list of reference standards and, where necessary, establish specifications and procedures for the verification of identity and attributes in accordance with paragraphs 1, 1a and 1b of this Article. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 48(2).”

The membership to the AHWG is foreseen to pursue broad, interdisciplinary representation across stakeholders’ communities and in particular engagement with national standardization organisations also through the AHWG is welcome.

The group, supported by ENISA, will bring together professionals from diverse sectors, including public and private organizations, academia, civil society, and cybersecurity experts. It will serve as a platform for collaboration, knowledge-sharing, and supporting ENISA to deliver its mandate.

2. BACKGROUND OF THE AD HOC WORKING GROUP

As stipulated in Regulation (EU) 2019/881, Art. 20 (4), the Executive Director of the EU Agency for Cybersecurity may set up ad hoc working groups (AHWGs) composed of experts where necessary and within ENISA’s objectives and tasks. Ad hoc working groups provide ENISA with specific advice and expertise. Prior to setting up an ad hoc working group, the Executive Director of ENISA shall inform the agency’s Management Board.

The members of the ad hoc working groups are selected according to the highest standards of expertise, aiming to ensure appropriate balance according to the specific issues in question, between the European Union private sector, including industry, users, and academic experts in network and information security².

² Recital 59 of the Regulation (EU) 2019/881.

Regulation (EU) 2019/8814 (specifically Art. 8 and Title III), stipulates ENISA's activities with regards to Standardisation and certification.

Furthermore, the recent mandate from the Council and Horizontal Working Party on Cyber Issues conclusions: *"CALLS ON the Commission and ENISA to consider ways to enhance the collaboration between ENISA and European standardisation bodies. STRESSES the need for ENISA to increase its expertise for European cybersecurity standardisation by following up and participating in standardisation activities, among other things."*

Following the rationale described above, ENISA plans to facilitate and empower the communication and joint actions between standardisation communities, as well as serve as a facilitator of communication between these targeted communities and Member States public bodies as well as industrial entities. The group will be a stable hub supporting the raising of awareness, the exchange of information between European stakeholders, mapping activities, validating gaps and finally trying to build synergies in existing standardisation initiatives. In this effort, ENISA will take stock of existing programmes and initiatives that are ongoing and establish synergies avoiding duplication of activities.

3. SCOPE OF THE AD HOC WORKING GROUP

The AHWG will support ENISA in the development and operationalisation of relevant cybersecurity standardisation activities when requested.

Key objectives of the Expert Group include:

- Support specific projects already initiated by ENISA standardisation activity including sector specific reports on standards, as well as support to the horizontal comprehensive inventory of cybersecurity-related standards (existing, emerging, and planned).
- Support in the identification and mapping of relevant standardisation initiatives from European, national, international, and industrial organisations.
- Review and provide feedback on sector specific gap/overlap analysis of cybersecurity standards upon request.
- Contribute to reviewing international standardisation developments upon request in combination with the work of the standardisation observatory.

- Support drafting of analysis on specific topics, if requested and consult within the group.
- Deliver input to and review documentation related to ENISA activities and outputs in the general area of cybersecurity standardisation.

The preliminary estimate of the duration of the ad hoc working group is for up to three (3) calendar years from the issue of the respective Agency Decision that signals the kick-off date of this working group's operation; extension of the mandate of this working group is possible, should the scope of the work not be completed in three (3) years. Annually, a total workload of up to 5 working days is foreseen according to the role each member will undertake.

4. SELECTION AND APPOINTMENT OF MEMBERS AND OBSERVERS

The AHWG will be composed of up to 20 selected members-leading experts, based on the requirements of this open call.

Further to the selected members above, the public administrations of the Member States and EEA/EFTA States, as well as European Union institutions and bodies can appoint up to two (2) experts per country to participate as observers to the AHWG.

For a balanced composition of the AHWG, ENISA will take into account factors such as: relevance and public visibility of profile to carry-out the afore-mentioned activities, sector, geographical and gender balance among selected members to cover various stakeholder groups both from the cybersecurity and standardisation field in the private, academia, and civil society organisations. Priority will be given to profiles that are actively engaged in Standardisation activities.

The members of this ad hoc working group may be reimbursed for their expenses to participate in the meetings according to the ENISA internal rules for reimbursement. Members may be also subject to remuneration in case they undertake specific tasks, in line with ENISA's policy on remunerated external experts.

Besides members of the ad hoc working group, ENISA is likely to appoint a reserve list, in accordance with the same conditions that apply to members, who shall be called to replace any members who are absent or otherwise indisposed. In case of a member's unavailability, disqualification or resignation, the chair of the ad hoc working group can appoint a member (or

members) from the reserve list, to replace any members who are indisposed. The new member(s) will be appointed for the remaining of the term of the ad hoc working group.

Members who are no longer capable to contribute effectively to the group's deliberations, who in the opinion of ENISA do not comply with the conditions set out in Article 339 of the Treaty on the functioning of the European Union or who resign, shall no longer be invited to participate in any meetings of the Group and may be replaced for the remaining duration of the ad hoc working group.

5. ORGANISATION OF THE AD HOC WORKING GROUP

ENISA staff will be designated by the ENISA Executive Director as Chairperson of the AHWG. Secretariat of the AHWG will be also provided by ENISA to the AHWG. The Chairperson may select up to two Vice-Chairpersons from ENISA staff. The governance of the group and roles will be decided in collaboration with the selected members as part of the establishment process.

The Chairperson convenes the meetings of the working group, administers the agenda of the meeting, ensures a timely distribution of information and documents to all working group members and will address all organisational aspects to facilitate the smooth functioning of the working group. The agenda of the meeting will be provided ultimately 4 working days before the start of the meeting.

The AHWG may be divided into Thematic Groups based upon the different areas of work that will be developed along the project phases. If during the development of the work of the AHWG Thematic Groups are deemed necessary, AHWG members will be invited to participate in the Thematic Group on the basis of their interest and expertise.

In principle, the ad hoc working group shall convene online, or in ENISA premises, or as otherwise decided on a proposal of the Chair. The bulk of the work can be carried out remotely; conference calls or video conferencing are permitted and encouraged; support and planning will be provided by ENISA as appropriate.

Support and planning as well as secretariat service will be provided by ENISA, as appropriate. More specifically, ENISA will be responsible for the organisation of the work and support of the working group.

ENISA shall ensure interaction and/ or consultation with the other ENISA advisory bodies, and/ or other stakeholders throughout the lifespan of the AHWG, as appropriate.

ENISA will organise plenaries of the full AHWG with a minimum of two (2) meetings per calendar year. There might be more frequent meetings of the different Thematic Groups established to support dedicated work streams.

6. CONFIDENTIALITY AND DECLARATIONS OF INTEREST

The members of the AHWG, as well as invited experts and observers, are subject to the obligation of professional confidentiality according to Article 27 of Regulation (EU) 2019/881. More specifically, members of the AHWG shall comply with the confidentiality requirements of Article 339 TFEU, even after their duties have ceased. Each member shall sign a confidentiality statement for the duration of the activity.

The AHWG members are also subject to the conditions of Regulation (EC) No 1049/2001 on access to documents³.

When members of the AHWG are invited to bring forward their views on aspects or topics related to the work of the AHWG, they may need to be able to consult with their organisations or parties related to them outside their organisation to the extend necessary. They likewise need to be able to share information within their organisation or other relevant parties on a need-to-know-basis, unless the information is indicated in writing, or by announcement of the (Vice)-Chairperson as confidential. Information produced by the AHWG can only be made public upon prior approval of the Chairperson. After ENISA has published the list of appointed AHWG members, the AHWG members may disclose their membership in this AHWG to the public and describe the general scope of the work of the AHWG.

³ Regulation (EC) No 1049/2001 of the European Parliament and of the Council of 30 May 2001 regarding public access to European Parliament, Council and Commission documents. Available online at: <https://eur-lex.europa.eu/legal-content/en/TXT/?uri=CELEX%3A32001R1049>.

In addition, member, observers and any experts participating in the meeting of the AHWG are subject to the obligations of Article 25(2) of Regulation (EU) 2019/881 to declare any interests which could be considered to be prejudicial to their independence with respect to any of the points on the agenda. Moreover, members appointed to the AHWG shall submit their annual declarations of commitment and annual declarations of interest.

7. PERSONAL DATA PROCESSING

Personal data shall be collected, processed and published in accordance with Regulation (EU) 2018/1725⁴. For further information, please refer to the data protection notice that is available as a separate document with the call.

8. REIMBURSEMENT OF MEMBERS

8.1 REIMBURSEMENT OF THE AHWG MEMBERS FOR THEIR TRAVEL AND SUBSISTENCE EXPENSES IN CONNECTION WITH THE ACTIVITIES OF THE AHWG

The members of the AHWG may be reimbursed for their travel and subsistence expenses in connection with the activities of the working group. If a member comes from a location different than the location required for the provision of services, or the place of the meeting, the following expenses are then eligible:

- Travel expenses (economy class flight or 1st class train – whichever is more cost-effective) from the city in which the member is officially registered to the location required for the provision of services, or the place of the meeting.⁵

⁴ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 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, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC. Available online at: <https://eur-lex.europa.eu/eli/reg/2018/1725/oj>.

⁵ Each invitee, to be eligible for the reimbursement, needs to have their Legal entity and Financial Identification validated on the European Commission's central data base, available under following link: [Forms for contracts - European Commission](#).

- A “daily subsistence allowance (DSA)” applicable to the country in which the meeting will take place. This allowance is set by the European Commission⁶ and it covers all daily living expenses including hotel, meals, local travel etc.

No other claims for living or transportation costs will be accepted.

Members may select to refrain from being reimbursed on the basis of personal or professional considerations; in this case they remain eligible to apply.

Members designated by Member States and industry associations’ representatives may be reimbursed upon submitting a request to ENISA.

8.2 REIMBURSEMENT OF THE AHWG MEMBERS FOR ADDITIONAL TASKS

Members of the AHWG and of the AHWG reserve list that are citizens or permanent residents of the EU or EEA may be engaged in additional tasks conducted within or outside the scope of AHWG activities. In such case, the members of the AHWG (and of the reserve list) shall be eligible for reimbursement under the same rules and procedures as those applicable for the ENISA CEI list of experts⁷ The remuneration shall be based on the thresholds defined under Article 242 of the Regulation (EU, Euratom) 2024/2509 of the European Parliament and of the Council of 23 September 2024 on the financial rules applicable to the general budget of the Union (Financial Regulation)⁸ and under the following rules:

- The remuneration of the experts engaged from the list of the AHWG members shall be based on days of engagement and with a fixed daily fee of 450 euro⁹.
- The annual remuneration of a single expert shall in principle not exceed 30.000 euro.
- The maximum amount of fees that can be paid to a single expert shall be 90 000 euro during a period of four consecutive calendar years.

⁶ The latest rates are available to download from: https://international-partnerships.ec.europa.eu/document/download/16b30948-4166-4846-98bb-aa055be5fd75_en?filename=Per%20diem%20rates%20-%2025%20July%202022.pdf.

⁷ CEI List of Individual External Experts to Assist ENISA | ENISA

⁸ Regulation - EU, Euratom - 2024/2509 - EN - EUR-Lex.

⁹ This is the maximum amount indicated in the Commission Decision establishing horizontal rules on the creation and operation of Commission expert groups C (2016) 3301 final.

AHWG members engaged by ENISA as remunerated experts may also be entitled to the reimbursement of expenses incurred in the course of journeys if invited to meetings organised by ENISA. In such case, the provisions of point 8.1 shall apply.

If the applicants for the AHWG wish to be considered for additional remunerated tasks, they will be asked once the selection procedure is completed, to indicate it accordingly and to provide additional documents, namely proof of EU/EEA citizenship or permanent residence and proof of having a bank account in the EU member state or EEA. They will also need to provide a declaration on their honour, in accordance with the template in Annex 1 to the present Call for expression of interest, duly signed and dated, stating that they are not in one of situations of exclusion as per criteria set out in the Article 138 of the Financial Regulation.

The validity period of the list of AHWG members (and reserve list) that may be considered for additional remunerated tasks shall follow the validity of the established AHWG.

8.3 TRANSPARENCY: EX-POST INFORMATION

If an expert has concluded a contract of more than 15.000 EUR, the name, the locality (region of origin), amount and subject of the contract shall be published on the website of the contracting authority no later than 30 June of the year following the contract award. The information shall be removed two years after the year of the contract award.

9. APPLICATION PROCEDURE

Individuals interested in becoming members of this AHWG are invited to submit their application to ENISA using the application form via the EU survey tool¹⁰, available in the dedicated section on the ENISA website. An application will be deemed admissible only if it is submitted by the deadline.

Public entities and organisations that represent a common interest and generally serve a public goal may apply to become permanent observers in the group. They should submit their interest

¹⁰

<https://ec.europa.eu/eusurvey/runner/1e89ff61-aedb-3203-5e5d-390492a841f4>

explaining their motivation and the public goal. They will also need to include the name of the proposed permanent representative. The application must be submitted to Executive Director and sent to standardisation@enisa.europa.eu. The Executive Director may accept the participation of the organisation and their representative as observer of the working group.

The list of appointed members and permanent representatives will be made public in the ENISA website.

DEADLINE FOR APPLICATION

The duly completed applications must be submitted by **25 November 2025 at 23:59 EET (Athens time zone)**. The date and time of submission will be established on the European Commission's EU Survey tool, used to collect all submitted applications, upon submission of an application.

10. TERMINATION OF THE MANDATE OF THE AD HOC WORKING GROUP AND DISSOLUTION

At the moment the tasks of the AHWG are completed, the end-of-life phase of the AHWG will follow. ENISA reserves the right to terminate the AHWG at any moment if there is not anymore, a need for such AHWG.

11. ELIGIBILITY CRITERIA

Based on the self-declared application forms received, only candidates who meet the following minimum criteria will automatically be considered to be included in the list of external experts dependent on endorsement by an evaluation committee:

- Have fully completed their application form;
- Have proven experience in using English as a working language;
- Have minimum 3 years of experience in the selected areas and fields of expertise;

- Have minimum 12 months of experience in the selected areas and fields of expertise during the last 5 years;
- A motivation letter (500 words maximum), which establishes your incentive to be accepted as an expert for ENISA, as well as the capability of the applicant to work with others in a multicultural environment;
- CV preferably in Europass format;

The evaluation committee may exceptionally further consider candidates who are close to the minimum requirements for years of experience or who have a unique skillset, for inclusion in the List.

12. SELECTION CRITERIA

The selection of members is based on a personal capacity and a clear demonstrable skillset or research capacity in areas such cybersecurity standardisation and/or in other areas of relevance for the purpose of acting as multipliers and providing support and advice on the activities mentioned in the scope of the AHWG (section 3).

In the assessment of the applications, ENISA will take into consideration the following criteria:

- a) Ability to deliver technical advice on issues relevant to cybersecurity and follow best practices in standardisation and/or technical specifications.
- b) Expertise with standardisation implementation (i.e. implementation of specifications for public and private organisations).

13. SELECTION PROCEDURE

The selection procedure shall consist of an assessment of the applications performed by ENISA as appropriate against the selection criteria mentioned above under point 12 of the Call, followed by the establishment of a list of the most suitable experts and concluded by the appointment of the members of the AHWG by the Executive Director of ENISA.

ANNEX 1

DECLARATION OF HONOUR ON EXCLUSION CRITERIA (FOR THE CANDIDATES WISHING TO BE FOR ADDITIONAL TASKS AS REMUNERATED EXPERTS)

Name:

"I hereby solemnly declare that I am not in one of the following situations:

I – SITUATION OF EXCLUSION CONCERNING THE PERSON

(1) declares that the above-mentioned person is in one of the following situations:	YES	NO
(a) it is bankrupt, subject to insolvency or winding-up procedures, its assets are being administered by a liquidator or by a court, it is in an arrangement with creditors, its business activities are suspended or it is in any analogous situation arising from a similar procedure provided for under EU or national laws or regulations;	☐	☐
(b) it has been established by a final judgement or a final administrative decision that the person is in breach of its obligations relating to the payment of taxes or social security contributions in accordance with the applicable law;	☐	☐
(c) it has been established by a final judgement or a final administrative decision that the person is guilty of grave professional misconduct by having violated applicable laws or regulations or ethical standards of the profession to which the person belongs, or by having engaged in any wrongful conduct which has an impact on its professional credibility where such conduct denotes		

wrongful intent or gross negligence, including, in particular, any of the following:		
(i) fraudulently or negligently misrepresenting information required for the verification of the absence of grounds for exclusion or the fulfilment of selection criteria or in the performance of a contract or an agreement;	☐	☐
(ii) entering into agreement with other persons with the aim of distorting competition;	☐	☐
(iii) violating intellectual property rights;	☐	☐
(iv) unduly influencing or attempting to unduly influence the decision-making process to obtain Union funds by taking advantage, through misrepresentation, of a conflict of interests involving any financial actors or other persons referred to in Article 61(1) FR;	☐	☐
(v) attempting to obtain confidential information that may confer upon it undue advantages in the award procedure;	☐	☐
(vi) incitement to discrimination, hatred or violence against a group of persons or a member of a group or similar activities that are contrary to the values on which the Union is founded enshrined in Article 2 TEU, where such misconduct has an impact on the person's integrity which negatively affects or concretely risks affecting the performance of a contract or an agreement;	☐	☐

(d) it has been established by a final judgement that the person is guilty of the following:		
(i) fraud, within the meaning of Article 3 of Directive (EU) 2017/1371 and Article 1 of the Convention on the protection of the European Communities' financial interests, drawn up by the Council Act of 26 July 1995;	☐	☐
(ii) corruption, as defined in Article 4(2) of Directive (EU) 2017/1371 and Article 3 of the Convention on the fight against corruption involving officials of the European Communities or officials of Member States of the European Union, drawn up by the Council Act of 26 May 1997, and conduct referred to in Article 2(1) of Council Framework Decision 2003/568/JHA, as well as corruption as defined in the applicable law;	☐	☐
(iii) conduct related to a criminal organisation, as referred to in Article 2 of Council Framework Decision 2008/841/JHA;	☐	☐
(iv) money laundering or terrorist financing, within the meaning of Article 1(3), (4) and (5) of Directive (EU) 2015/849 of the European Parliament and of the Council;	☐	☐
(v) terrorist-related offences or offences linked to terrorist activities, as defined in Articles 1 and 3 of Council Framework Decision 2002/475/JHA, respectively, or inciting, aiding, abetting or attempting to	☐	☐

commit such offences, as referred to in Article 4 of that Decision;		
(vi) child labour or other offences concerning trafficking in human beings as referred to in Article 2 of Directive 2011/36/EU of the European Parliament and of the Council;	☐	☐
(e) it has shown significant deficiencies in complying with the main obligations in the performance of a contract or an agreement financed by the Union's budget, which has led to its early termination or to the application of liquidated damages or other contractual penalties, or which has been discovered following checks, audits or investigations by a contracting authority, the European Anti-Fraud Office (OLAF), the Court of Auditors or the European Public Prosecutor's Office (EPPO);	☐	☐
(f) it has been established by a final judgment or final administrative decision that the person has committed an irregularity within the meaning of Article 1(2) of Council Regulation (EC, Euratom) No 2988/95;	☐	☐
(g) it has been established by a final judgment or final administrative decision that the person has created an entity under a different jurisdiction with the intent to circumvent fiscal, social or any other legal obligations in the jurisdiction of its registered office, central administration or principal place of business.	☐	☐
(h) (Only for legal persons) it has been established by a final judgment or final administrative decision that the person has been created with the intent provided for in point (g).	☐	☐
(i) for the situations referred to in points (c) to (h) above the person is subject to: i. facts established in the context of audits or investigations carried out by the European Public	☐	☐

Prosecutor's Office after its establishment, the Court of Auditors, the European Anti-Fraud Office (OLAF) or the internal auditor, or any other check, audit or control performed under the responsibility of an authorising officer of an EU institution, of a European office or of an EU agency or body; ii. non-final administrative decisions which may include disciplinary measures taken by the competent supervisory body responsible for the verification of the application of standards of professional ethics; iii. facts referred to in decisions of entities or persons being entrusted with EU budget implementation tasks; iv. information transmitted by Member States implementing Union funds; v. decisions of the Commission relating to the infringement of Union competition law or of a national competent authority relating to the infringement of Union or national competition law; or vi. informed, by any means, that it is subject to an investigation by the European Anti-Fraud office (OLAF): either because it has been given the opportunity to comment on facts concerning it by OLAF, or it has been subject to on-the-spot checks by OLAF in the course of an investigation, or it has been notified of the opening, the closure or of any circumstance related to an investigation of the OLAF concerning it.		
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Name and Surname:

Date:

Signature: