

DECISION No MB/2020/5  
OF THE MANAGEMENT BOARD OF  
THE EUROPEAN UNION AGENCY FOR CYBERSECURITY (ENISA)  
On principles for ENISA's Organisation

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), hereinafter referred to as the Regulation, and in particular Article 15.1 (p); and

Having regard to the Staff Regulations of Officials ('Staff Regulations') and the Conditions of Employment of Other Servants of the European Union ('CEOS') laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68;

Whereas

- (1) The European Union Agency for Cybersecurity, hereinafter referred to as "ENISA" or "the Agency" has a new mandate and tasks, and the Agency is developing a new strategy to ensure the coherence of its actions in years to come;
- (2) The Agency's internal structures should facilitate the implementation of its new mandate and its new strategy. They should enhance ENISA's achievement of tasks, the performance of its personnel through effective internal organisational procedures and the empowerment of individuals and teams;
- (3) The organisation of the Agency should be reviewed to attract and develop the best cybersecurity talent;
- (4) The Agency's staff expressed a large majority support for the problem definitions and organisational principles on the Staff Strategy day on 16.01.2020;
- (5) The Executive Board and the Management Board endorsed the outlined problem definitions and organisational principles at its meetings held on 03.02.2020 in Athens, Greece.

HAS DECIDED TO ADOPT THE FOLLOWING DECISION:

Article 1  
Principles for Agency's Organisation

- (1) Principles as set out in the annex of this decision constitute binding guidelines for the Agency for preparing, deciding and implementing all the steps necessary for reorganising the Agency and establishing new internal structures.



(2) The Executive Director will propose a new organisational structure to the Management Board and execute all steps necessary according to these principles, in order to implement a smooth reorganisation.

Article 2  
Reorganisation timeline

The Executive Director will propose an internal structure for the Management Board's decision by 01.07.2020 at latest with a subsequent implementation by 01.01.2021.

Article 3  
Entry into force

This Decision shall enter into force on the date of its adoption.

Done by written procedure on 26 February 2020.

On behalf of the Management Board,

[signed]

Mr. Jean-Baptiste Demaison

Chair of the Management Board of ENISA



### **Principles to be applied for organising ENISA**

Pursuant to Article 15.1 (p) of the Cybersecurity Act (CSA), the following principles will guide the Executive Director to prepare and implement the new organisation (including presenting a proposal for the Agency's internal structures):

- (1) **Purpose:** the new organisation (including proposals regarding the Agency's internal structures) will be implementing the Agency's mandate, tasks and functions as outlined by Union law and the values and objectives as set by its Strategy.
- (2) **Proportionality:** the new organisation will ensure the Agency's continuous functioning, will aim to limit disruption to the Agency fulfilling its mandate, and will not go beyond what is necessary to address agreed problems and aims.
- (3) **Synergies:** the new organisation will aim to strengthen internal synergies and enhance cooperation with the Agency's strategic European partners as defined by CSA.
- (4) **Efficiency:** the new organisation will aim to enhance the organisation's performance, the impact of ENISA and budgetary efficiency and sound budgetary management.
- (5) **Agility:** the new organisation should facilitate the Agency's potential flexibility in terms of its human and budgetary resources, as well as take into account the ever growing and changing nature of the cybersecurity ecosystem.
- (6) **Transparency:** all steps toward modifying or reforming the Agency's internal structure and the steps leading to the implementation of the reorganisation will be executed in an inclusive manner, discussed and consulted with the Agency's Executive and Management Board and staff.
- (7) **Predictability:** the new organisation will be implemented in a stage-by-stage approach allowing staff and partners to anticipate and adjust to changes.
- (8) **Competences:** development of staff will be based on their preferences, expertise, competences and talent, whilst taking due account of their current functions and career goals and the needs of the Agency.
- (9) **Openness:** new functions and posts within the Agency will be filled through open competitions or internal mobility organised on the basis of open calls and through a transparent assessment of merits and talent.