Co-funded by the European Union

ERASMUS+ cooperation partnership

Digital education tools for

SECURITY RISK MANAGEMENT

CONRIS NETWORK ROUND TABLE REPORT

ABOUT CONRIS Network

The CONRIS Network, which stands for Cooperation Network for Risk, Safety & Security Studies, is a collaborative network focused on research and studies related to risk, safety, and security.

CONRIS is a network of universities with accredited degree programs in risk, safety & security management. CONRIS aims at increasing safety and security in Europe through collaboration in education and research.

The network brings together researchers, experts, and professionals from various disciplines and organizations to share knowledge, exchange ideas, and collaborate on projects related to risk assessment, safety management, and security practices.

In 2007, Martin Langer of the FH Campus Wien invited representatives of safety and security management courses to discuss possibilities for cooperation. Most safety and security courses were only recently established. Therefore, the idea was to form a network where the teaching staff of accredited safety and security programs exchange ideas and experiences about new developments in the safety and security sector, take on projects together with students, teachers and researchers and facilitate the exchange of students and teachers.

The network started with several German universities, including Brandenburg, Berlin, Bremen, Hamburg, Magdeburg, and Wuppertal but also two Dutch universities (Saxion and HU Utrecht) were involved from the early beginning. The idea became a reality in 2009 when the Cooperation Network for Risk, Safety and Security studies was established and formalised through a letter of intent that was signed in Hamburg. From then on, the network comes at least ones a year and new partners have joined the network after a formal application.

There are 18 members in this networks from Finland, Belgium, Norway, the Netherlands, Spain, Germany, Poland, Austria, Croatia, United Kingdom, Portugal, Bulgaria, Italy.

CONRIS partners have an extensive network of Erasmus agreements, allowing extensive and fluent staff and student exchange opportunities.

For joining CONRIS please be in touch with current chair and vice-chairs: Hidde de Jong h.dejong@saxion.nl; Marina Črnko marina.crnko@vvg.hr; Heidi Houten heidi.vanhouten@hu.nl

More information on webpage: https://www.conris.eu/

CONRIS Partner

Cooperation Network for Risk, Safety & Security Studies

ABOUT THIS REPORT

In spring 2022, six partners launched the ERASMUS+ cooperation partnership SECUREU, which aims to develop education and training materials on security risk management. One of the initial activities was organizing round table meetings with security professionals and experts to assess the needs of young security specialists.

The partners conducted six round table discussions in Latvia, Lithuania, Finland, Spain, the Netherlands, and Norway. The full report from these six round table meetings can be found **HERE**.

Additionally, the partnership organized an international discussion with CONRIS network members. These discussions were held 2nd of July 2022 during a hybrid CONRIS meeting. Two round tables were organized in 's-Hertogenbosch (the Netherlands) and one - online, with the online participants. The three group discussions focused on the skills and qualities required for young security professionals, the qualities of a good security team member, and the knowledge, skillset, and awareness needed in the security business in the next 3 to 7 years. This report summarizes the main conclusions drawn from these discussions.

What type of skills are missing from young security professionals when they start their duties?

The discussions highlighted various skills and qualities that are lacking in young security professionals. It is noteworthy that many of these pertain to metaskills and qualities that can be improved, rather than a deep expertise in the field. Addressing these gaps can help enhance the overall effectiveness of young security professionals in their roles.

Experts identified following skills:

- Lack of tolerance for **different cultures** and an inability to **actively listen** to others with diverse backgrounds and priorities;
- Limited understanding of **security terminology** and differing perspectives on what security means to different individuals;
- Insufficient **critical thinking** skills;
- Need for the **ability to question actions** and consider the intelligence of one's decisions;
- Lack of **knowledge in risk management** and related specialized subjects;
- Inconsistent **ethical sensibilities;**
- Importance of **questioning assumptions**, **considering uncertainties**, and understanding that not everything goes according to plan;
- Development of personal **leadership skills**, which may not be initially recognized by new students but become apparent later on;
- Requirement for **mental and physical resilience;**
- Necessity for bridging **the gap between theoretical learning and practical application** to understand the significance of acquired knowledge;
- Emphasis on incorporating **practical learning experiences** into teaching, focusing on aspects that cannot be easily self-taught
- Familiarity with relevant **cybersecurity technologies** and terminologies.

What qualities does one security professional have that make him/her a good member of a security team (any type)?

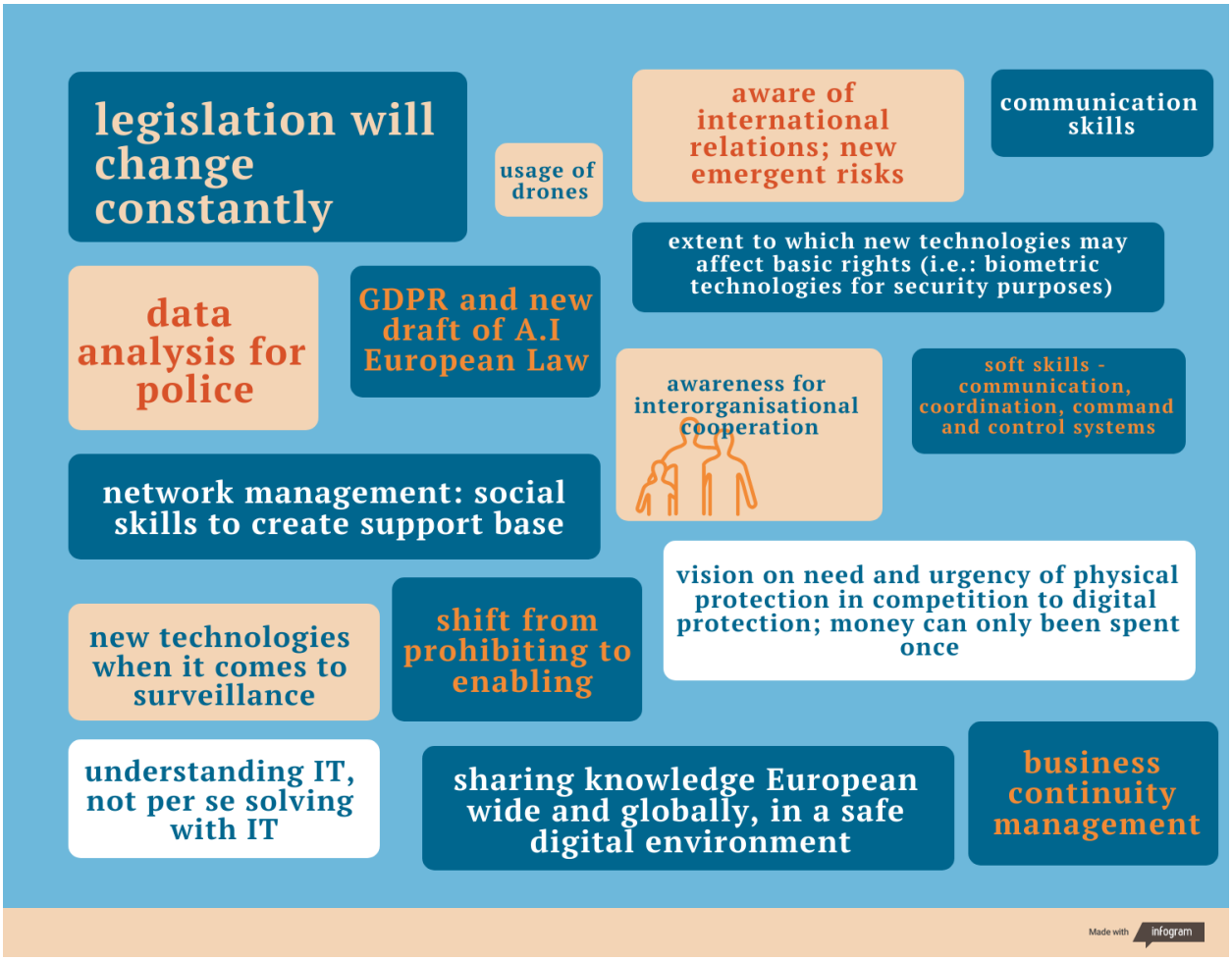
The group concluded that all qualities may be divided into three groups: analytical, creativity and ethical. These qualities collectively contribute to the effectiveness and success of a security team.

Experts identified following qualities:

- **Clear communication** using appropriate disciplinary and professional language;
- Consideration of different personalities within a team and **effective team management;**
- **Awareness of potential differences** between security teams and other types of teams, including time constraints;
- Strong **analytical skills** to critically assess situations, ask relevant questions, and consider gray areas;
- **Fast learning** and a realistic approach, being open to **learning from failures;**
- **Valuing cooperation and networking** for effective security management;
- Ability to **communicate the economic background** of security, understanding the costs involved, and the advantage of collaborative approaches to security issues;
- Connecting educational content and general concepts to practical use, emphasizing the **application of theory**. Security managers should have the ability to translate general knowledge into specific security domains, such as cyber security, using a specialized professional language;
- Demonstration of integrity and confidence in **decision-making;**
- **Critical thinking** in decision-making while operating within time constraints;
- Skills to **integrate artificial intelligence** (AI) into security practices, given the increasing reliance on computer support, data, and analytics. Developing analytical abilities to integrate multiple measures and information, including big data;
- **Creativity skills,** including self-reflection, fostering teamwork, and collaboration. Utilizing software programs creatively, as computers based on AI can generate any picture, but it is the team of professionals who must imagine and develop ideas;
- **Personal skills** related to security management roles, including **coordination** and implementing team measures effectively;
- **Ethical qualities** that prevent common failures in security management, such as misuse of power and arrogance. Prioritization and consideration of internal and external motivations.

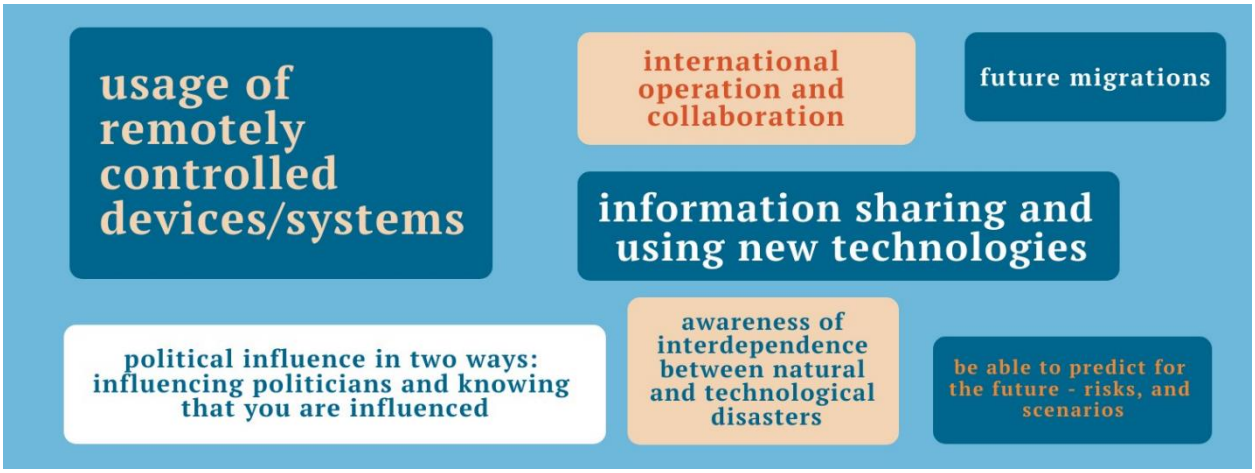
What knowledge, skillset, awareness is needed in security business

(3 years perspective)



What knowledge, skillset, awareness is needed in security business

(5-7 years perspective)



CONCLUSIONS

From the CONRIS experts' discussion, it is clear that metaskills and qualities, such as cultural tolerance, critical thinking, ethical sensibilities, and communication, are essential for young security professionals and effective security team members. Similarly as CONRIS network experts, also experts in national round table meetings emphasized the significance of excellent soft skills and management abilities.

Furthermore, CONRIS experts highlighted the importance of field-specific hard skills, such as knowledge of professional terminology and the application of risk management within organizations. Experts pointed out importance of digitalization, emerging technologies, and AI within the security field.

Additionally, knowledge and awareness of evolving legislation, emerging technologies, and the interplay between different factors in the security business are crucial for long-term success. It is important to continuously develop and adapt skills and knowledge to meet the changing demands of the security field.