**Telecommunication
Development Bureau (BDT)**

Ref.:   BDT/DNS/CYB/DM/033   Geneva, 8 April 2024

- **ITU Member States of Africa region:**
  Benin, Burkina Faso, Cabo Verde, Cote d'Ivoire, The Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, and Togo

- **ITU Member States of CIS region:**
  Armenia

- **ITU Member States of Europe region:**
  Albania, Bosnia Herzegovina, Georgia Moldova, Montenegro, North Macedonia, Serbia, Ukraine

Subject: Invitation to participate in the 2024 cohort of *Her CyberTracks*

Dear Sir/Madam,

I am pleased to announce the second edition of the Her CyberTracks initiative, which will run from June to October 2024.

Her CyberTracks promotes the full, equal, and meaningful representation of women in cybersecurity by equipping women with the necessary skills and mindset to succeed in the field.

The initiative builds on ITU's ongoing efforts to bridge the gender digital divide and integrates the established Women in Cyber Mentorship Programme, in line with priority of the ITU Telecommunication Development Sector (ITU-D) on "Inclusive and secure telecommunications/ICTs for sustainable development" as per the Kigali Action Plan.

ITU-D, GIZ and UNODC with the financial support of Germany, will jointly undertake targeted cybersecurity capacity building activities for women by making available a five-month curriculum, giving participants access to trainings, networking opportunities and tailored mentorship with senior leaders in cybersecurity.

The program is poised to propel the next generation of women in cybersecurity into roles of leadership, ensuring that their voices and expertise shape the future of this critical field.

For this edition, participation is open to women from a select number of countries in the Africa, CIS and Europe regions. A limited number of **sponsorships** are available for each region to support participants in their travels. I take this occasion to invite our membership to disseminate the opportunity and/or nominate participants that can benefit from this, as well as propose mentors and potential inspirational speakers.

For further information and to register for the Her CyberTracks initiative 2024, please visit our website Her CyberTracks (itu.int).

If you have any queries concerning the project, please write to: womenincyber@itu.int.

For more details on the initiative, registration, and eligibility criteria, please find Terms of Reference along with the programme overview in the annex.

I look forward to the participation of the selected nominees and to a successful programme during the upcoming months.

Yours faithfully,

(Original signed)

Cosmas Luckyson Zavazava
Director

Annex 1: Terms of Reference

1. Introduction

Funded by the German Federal Foreign Office, the German Agency for International Cooperation (GIZ), the International Telecommunication Union (ITU) and the United Nations Office on Drugs and Crime (UNODC) have joined forces under the *Her CyberTracks* initiative to bridge the gender divide in cybersecurity.

2. Objectives

The objective of *Her CyberTracks* is to promote the equal, full, and meaningful representation of women in cybersecurity. To this end, the initiative equips women with the necessary skills and mindsets to succeed in cybersecurity through targeted cyber capacity building.

Her CyberTracks offers a one-stop curriculum based on three programme pillars:

- **TRAIN: Develop capacity to contribute to a secure and resilient cyberspace.** We provide expert training courses, delivered online and on-site, to equip women with the technical and soft skills needed to shape cybersecurity.

- **MENTOR: Promote awareness and knowledge sharing of best practices in cybersecurity career development**. We provide a platform for senior cyber professionals to mentor women at junior level and foster their professional and personal growth.

- **INSPIRE: Positive role models in cybersecurity inspire and empower further women to actively participate and lead in the field.** We organize inspirational keynote webinars and regional networking meetings to shift perceptions and (rightly) position women as valuable additions to the cybersecurity workforce.

3. Target audience & Foreseen Activities

The following three CyberTracks will be offered to the corresponding audiences:

CyberTracks	Target audience	Content and topics covered
Policy & Diplomacy CyberTrack	• Women in policy (cyber, ICT, peace & security) • Women in technical roles interested in policy/diplomacy.	• Concepts and processes of (inter-)national cybersecurity policy and diplomacy • Negotiation and public speaking • Cross-regional collaboration and information-sharing.
Incident Response CyberTrack	• Women working in IT wishing to enter cybersecurity. • Women at entry level in CERT/SOC teams.	• Cybersecurity concepts and basic incident management skills, including working with entry-level tools and techniques. • Communication and teamwork
Criminal Justice CyberTrack	• Women working in the criminal justice sector involved in or aiming to enter cybersecurity and countering cybercrime fields.	• Typologies and legal frameworks to understand and contribute to cybercrime cases investigations and prosecutions. • Communication and teamwork.

Through the MENTOR and INSPIRE pillars, all CyberTracks will cover professional development and networking.

All activities will be delivered between June and October 2024. GIZ and ITU jointly implement the Policy & Diplomacy CyberTrack and Incident Response CyberTrack, while UNODC implements the Criminal Justice CyberTrack.

4. Geographical coverage of eligible participants

Europe/CIS: Albania, Armenia, Bosnia and Herzegovina, Georgia, Moldova, Montenegro, North Macedonia, Serbia and Ukraine.

Africa: Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, The Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone and Togo.

A limited number of **sponsorships** are available per region to support participants in their travels to on-site formats (e.g., face-to-face trainings and networking meetings) in their respective region.

5. Eligibility Criteria

To be eligible to participate in the *Her CyberTracks* initiative, interested women must have:

- For participants/"mentees":

  o **Policy & Diplomacy CyberTrack**: Minimum 2-3 years junior level experience in the fields of policymaking/diplomacy, preferably in the fields of technology, cybersecurity and/or peace and security
  o **Incident Response CyberTrack**: Minimum of 2-3 years junior level experience in IT systems administration or < 1 year experience working in a public sector computer emergency response team. Participants should have basic system admin network skills and knowledge of Linux or Windows. For on-site training, participants should bring their own laptop.
  o **Criminal Justice CyberTrack**: Minimum 2-3 years junior level experience in the criminal justice sector (e.g. prosecutors, law enforcement)
- For mentors: Proven experience in the cybersecurity field, preferably senior and managerial positions in the public, private, justice, academic and civil society sectors.
- Participants must have a good working knowledge of English, as most courses will be held in English. Some parts of the Policy & Diplomacy Track curriculum will be available in French.
- Willingness and ability to allocate circa 10-15 hours per month for the duration of the programme.
- A computer and stable internet connection.
- There are no age restrictions.

6. Additional Information:

- Programme seats are **limited and not guaranteed**.
- **Travel expenses are covered** for hands-on face-to-face trainings through a **limited number of sponsorships** for participants from the target countries.
- The programme will be delivered through ITU Academy.
- Selected applicants will be contacted by email starting May/June 2024.
- Upon completion of the programme, participants will receive a certificate.

7. Application form & registration

Applications for participation in the *Her CyberTracks* initiative 2024 will be accepted until 15 May 2024. **Please apply for the programme via the following link**

For mentors, application is done via the following link.

Information about registration and logistics concerning the programme offers and timeline will be posted on the *Her CyberTracks* programme webpage.

8. Contact details

If you have any questions, please feel free to contact: womenincyber@itu.int

Or our ITU regional representatives:

Regional Office for Europe, Mr. Jaroslaw Ponder Jaroslaw.ponder@itu.int
Regional Office for Africa, Mr. Serge Valery Zongo Serge.zongo@itu.int

9. About our partners

GIZ (www.giz.de/en)

As a service provider in the field of international cooperation for sustainable development and international education work, the German Agency for International Cooperation (GIZ) is dedicated to shaping a future worth living around the world. GIZ has over 50 years of experience in a wide variety of areas, including economic development and employment promotion, energy and the environment, and peace and security. The diverse expertise of the federal enterprise is in demand around the globe – from the German Government, European Union institutions, the United Nations, the private sector, and governments of other countries. GIZ works with businesses, civil society actors and research institutions, fostering successful interaction between development policy and other policy fields and areas of activity. The guiding principle is sustainability. GIZ is present in 120 countries. Since 2023, GIZ implements the Partnership for Strengthening Cybersecurity project on behalf of the German Federal Foreign Office and with support of the European Commission. The project aims to reinforce selected bilateral and regional partners' capabilities to prevent, mitigate and respond to cybersecurity threats, and to improve collaboration of strategic partners with Germany to protect the global cyberspace.

UNODC (https://www.unodc.org)

The mission of the United Nations Office on Drugs and Crime (UNODC) is to contribute to global peace and security, human rights and development by making the world safer from drugs, crime, corruption, and terrorism, UNODC works for and with Member States to promote justice and the rule of law. The important and complementary mandates of UNODC distinguish the Office from others in the same field: serving as the guardian of international conventions and the secretariat to global policy bodies; providing strong research and policy analysis; and combining global expertise and a wide field presence to provide specialized assistance to Member States. Since 2013, the UNODC Global Programme on Cybercrime is supporting Member States in strengthening their response against cybercrime by providing policy analysis, capacity building for the criminal justice sector, prevention expertise and by facilitating international cooperation in countering cybercrime.