



**Telecommunication
Development Bureau (BDT)**

Ref.: BDT/DNS/CYB/DM/004

Geneva, 2 May 2023

- ITU Member States Africa and Arab regions
- Selected ITU Member States in Asia-Pacific region (Cambodia, Indonesia, Lao P.D.R., Mongolia, Thailand)
- ITU-D Sector Members
- Academia
- Regional/International Organizations
- ITU Cybersecurity Focal Points
- EQUALS

Subject: Invitation to participate in the third edition of the Women in Cyber Mentorship Programme

Dear Sir/Madam,

I am pleased to announce the third edition of the [Women in Cyber Mentorship Programme](#), which will run from May to October 2023, fully virtual, with the launch on 03 May 2023.

The Women in Cyber Mentorship Programme builds on, and benefits from, the ongoing efforts of the International Telecommunication Union (ITU) to close the digital gender divide by mainstreaming gender-focused activities and provide targeted cybersecurity capacity building to help close the workforce gap in cybersecurity. This is in line with the ITU-D priority on “Inclusive and secure telecommunications/ICTs for sustainable development” in the Kigali Action Plan.

The first edition of the Women in Cyber Mentorship (WiC) Programme was launched on 8 March 2021 on International Women's Day. Since then, almost 300 women have been trained and mentored across 73 countries in the Arab, Africa, and Asia-Pacific regions.

The 2023 edition will feature guided mentorship circles with supporting activities, including a series of inspirational keynote webinars, and technical and soft skills training courses. Participation is open to women working in cybersecurity at junior levels, as well as women in ICT/STEM seeking to enter the cybersecurity workforce. The aims are to nurture ongoing changes in the industry and lower the barriers to entry in the field of cybersecurity that prevent broader inclusion, encourage women to take on leadership roles in cybersecurity and promote knowledge sharing of good professional practices.

I take this occasion to invite our membership to spread the word on this opportunity and help us select mentees, as well as nominate mentors or trainers as relevant.

For further information and to register for the Women in Cyber Mentorship Programme 2023, please visit our website: [Women in Cyber Mentorship Programme \(itu.int\)](#). Please note that seats are limited and there is a strict selection process.

My colleagues, Mr. Ahmed Elraghy (Ahmed.elraghy@itu.int) at the ITU Arab Regional Office; Mr. Serge Valery Zongo (serge.zongo@itu.int) at the ITU Africa Regional Office and Mr. Calvin Chan (Calvin.chan@itu.int) at the ITU Asia-Pacific Regional Office also remain at your disposal for further information.

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

For more details on the programme and the eligibility criteria, please find the Terms of Reference along with the programme timeline in the Annexes.

I look forward to another successful mentorship programme during the upcoming months.

Yours faithfully,

[ORIGINAL SIGNED]

Cosmas Luckyson Zavazava
Director

Annex 1: Terms of Reference

1. Introduction

The ITU-D Women in Cyber programme aims to tackle the cultural and systemic barriers that prevent broader inclusion of women in cybersecurity, while working to equip them with the skillset to enter and thrive in the field. The goal of the programme has been and will continue to be to encourage community building, guidance, and senior-junior solidarity among women in the sector.

2. Objectives

The [Women in Cyber Mentorship Programme](#) is a three-part initiative incorporating guided monthly mentorship circles with supporting activities including a series of inspirational webinars and technical and soft skills training courses.

INSPIRE, TRAIN, EMPOWER

- a. **INSPIRE: Shift the mentality and tackle systemic barriers that prevent broader inclusion.** Promote the perception of women not as a special needs group, but as valuable additions to the cybersecurity workforce, through inspirational keynote webinars.
- b. **TRAIN: Encourage women to take on leadership roles in cybersecurity.** Provide expert training courses from leaders in the field and equip women with not just technical skills, but also the soft skills needed for successful professional development.
- c. **EMPOWER: Promote knowledge sharing of best practices in cybersecurity career development.** Provide a platform where women in senior positions can mentor and foster the professional and personal growth of women at junior levels.

3. Foreseen Activities

All activities will be delivered online over the course of five months, from June to October 2023. The ITU experts, in cooperation with partners in the field, aim to conduct and/or host:

- a. **Four (4) Inspirational Keynote Webinars (INSPIRE):** Featured Speakers will be well-known senior women in cybersecurity showcasing their career paths, hence promoting role models and the perception of women as valuable additions to the cybersecurity workforce. Talk formats may vary depending on the speaker. Run-times will vary anywhere from 30-45 minutes in length with audience Q&A.
- b. **Five (5) Technical and Soft Skills Online Trainings (TRAIN):** Training courses to provide participants with the various technical and soft skills needed for professional and personal development in the field of cybersecurity. Training format may vary depending on the course materials. Run-times will vary anywhere from 2-3 hours in length and will be interactive.
- c. **Five (5) Month Mentorship Programme (EMPOWER):** A six-month module commitment to provide participants an intimate platform to further explore and discuss professional and personal development topics with high-level, senior women in cybersecurity. A goal of 2-3

mentees will be matched with a single mentor to form a Mentorship Circle. Mentees and mentors are expected to meet live over videoconference at least once a month.

4. Target Audience

The third edition of the Women in Cyber Mentorship Programme is being **offered specifically to women residing in Africa and the Arab region, and a select number of countries in Asia-Pacific**. With an approach concentrating on regional participation, the programme aims to provide support to women in their local cybersecurity communities.

5. Eligibility Criteria

To be eligible to participate in the Women in Cyber Mentorship Programme, interested women must have:

- Minimum 2-3 years junior level experience in the field of cybersecurity or seeking to enter the cybersecurity workforce from another junior level ICT/STEM position.
- The keynote webinars and trainings will be held in English. Participants must have a good working knowledge of English.
- A computer and stable internet connection.
- There are no age restrictions.

6. Additional Information:

- Programme seats are limited.
- The delivery of the webinars, trainings and mentorship circles will be via Zoom.
- The webinars are open to participants regardless of their commitment to the mentorship circles.
- Selected applicants to the mentorship programme will be contacted by email in early May.
- Upon completion of the programme, participants will receive a Certificate of Participation.

7. Application form & registration

The application form for participation in the WiC 2023 programme will be open from 03 May until 22 May 2023. Please apply for the third edition of the mentorship programme via the following link: [Application Form](#)

Information about registration and logistics concerning the programme will be posted on the WiC 2023 programme [webpage](#).

Please note that **programme seats are limited and are not guaranteed**. Selected participants will be notified via email in early May.

8. Contact details

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

Or our ITU regional representatives:

Regional Office for the Arab region, Mr. Ahmed Elraghy Ahmed.elraghy@itu.int
Regional Office for the Africa region, Mr. Serge Valery Zongo Serge.zongo@itu.int
Regional Office for the Asia-Pacific region, Mr. Calvin Chan Calvin.chan@itu.int

Annex 2: Timeline

Dates are subject to change. Regular updates will be communicated with selected participants, please check the online calendar for additional details and up-to-date information.

The module topics are related to the mentorship discussions between mentees and mentors, and they are accompanied by inspirational keynote webinars from cybersecurity leaders, as well as soft skills and technical online self-paced and live trainings.

Module 1: June to Early July 2023

Introductions and Goal Setting

Kick-off mentee and mentor preparatory meetings, live introductions – review of Programme expectations, ice breaker exercises and SMART goal setting. Online trainings and inspirational keynote webinar.

Module 2: July 2023

Building your “personal brand” in cybersecurity

Discussions on the importance of professional networking and gaining outside perspectives, industry organizations, industry certifications, and advocating yourself.

Module 3: Early August to Mid-August 2023

Exploring cybersecurity careers

Cybersecurity encompasses a vast domain – risk management, law and policy, governance, operations, framework and standards, architecture, physical, threat intelligence – what are the opportunities out there?

Module 4: End of August to Early September 2023

Taking your career to the next level

Assess your current status. What does your ideal career path look like? Developing leadership skills.

Module 5: Mid-September to End of September 2023

Learn, unlearn, re-learn.

What are the next steps to take with your education and training?

Module 6: October 2023

Evaluating your mentorship journey

Where do I go from here? Reflect on discussion, lessons learned, revisit career goals stated from module one.