

ECSSO

EUROPEAN CYBER SECURITY ORGANISATION

**Empowering
European
Cybersecurity
Communities**

ECSSO

WG 5 Skills & Human Factors

Road2Cyber

Working Group 5 on Skills & Human Factors

Vision

A cyber resilient, informed and gender-inclusive next generation digital Europe, through increased education, skills development, access to trainings and jobs.

Ongoing work



Road2Cyber Community: Accessing and growing a broad community of companies, job seekers and more, including for Internships and Job Fairs.



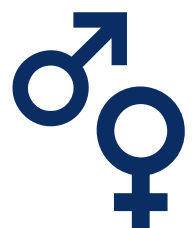
Education: Minimum curricula guidelines for cybersecurity courses for university, higher education and professional training providers.



Cyber ranges, training and operational competences: supporting the uptake of cyber ranges and cyber range-enabled services.



European Cyber Recruitment Initiative: Support to HR, launch of a dedicated European cybersecurity training and job platform.



Awareness, cyber hygiene, gender diversity and human factors: Youth4Cyber, Women4Cyber, collaboration on awareness campaigns with EU institutions/Agencies.

Benefits for working group members



Enjoy privileged and free access to dedicated communities, platforms and projects.



Propose national level collaborations and scaling up of initiatives and **provide** direct input to ongoing EU education, skills initiatives and policies as well as gender inclusion.



Shape the definition of ECSO priorities, deliverables, and policy recommendations on skills and **network** with academic and industry partners.

Road2Cyber

- **Road2Cyber** is a dynamic platform designed to bridge the gap between cybersecurity talent and job opportunities. It offers a comprehensive job board where recruiters can post open cybersecurity positions, and candidates can submit their profiles, making it easier for employers to find the right talent.
- **Who is Road2Cyber made for?**
 - Companies: Access a European pool of talent and recruit the profile you are looking for.
 - Job seekers: Access a European community of learners, providers, job seekers, and recruiters.
 - Training providers: Promote your activity on a dedicated platform and reach out a larger European audience.
 - Universities: Promote your study program and develop your cooperation with the industry.
- **The Benefits of Road2Cyber**
 - A complete functional solution: A complete functional solution to support students, access to talents and recruiters in their hiring process. Free for ECSO members.
 - Visibility: Visibility of your activity in Road2Cyber, a European network of learners and providers.
 - Duality: access to learning and job opportunities to boost skills and career development for learners and job seekers with a pool of talents from across Europe and other tools for employers.

Youth4Cyber



**Trainings and
Certifications**

Cyber Ranges

NEW

**Internship
Programme**

Mentorship



Job Board

Talent Pool

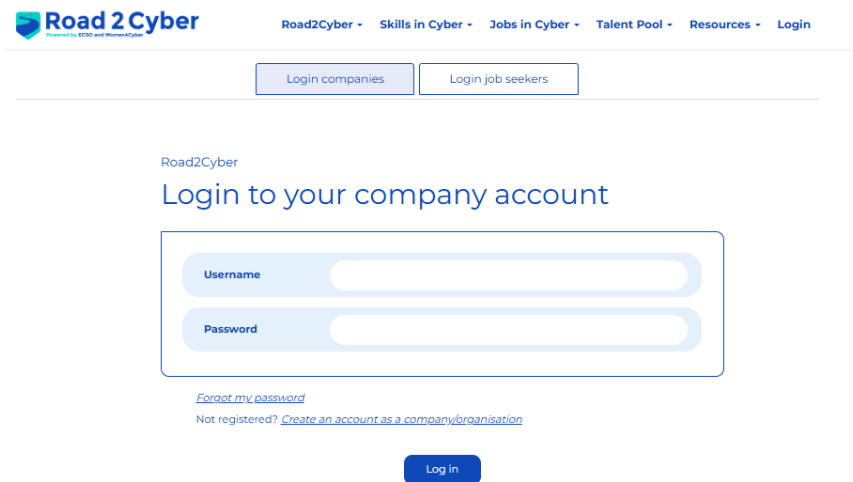
NEW

Job Fairs

Job Board : For a Company

The place to find active recruitment processes in cybersecurity at any level and for any type of role (technical, non-technical, hybrid...).

Step 1 : Login as a company



Road2Cyber
Login to your company account

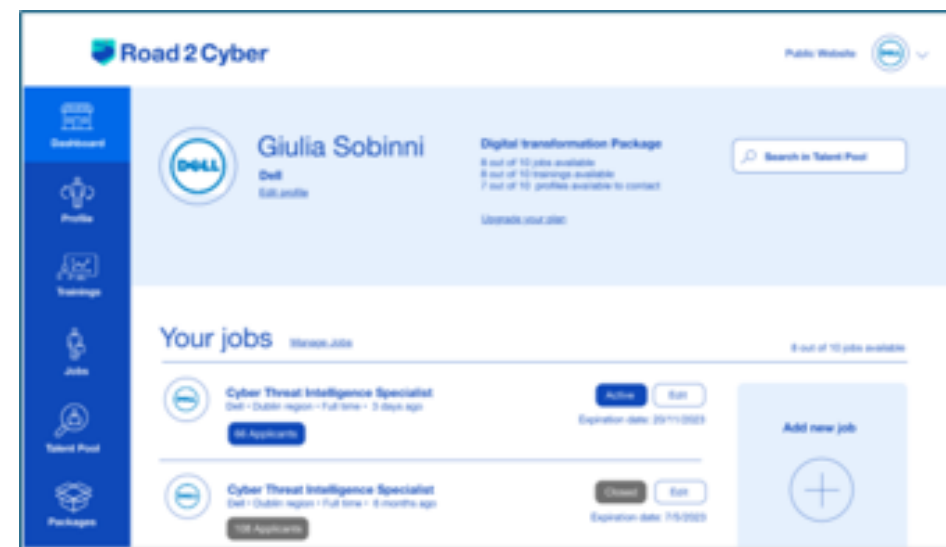
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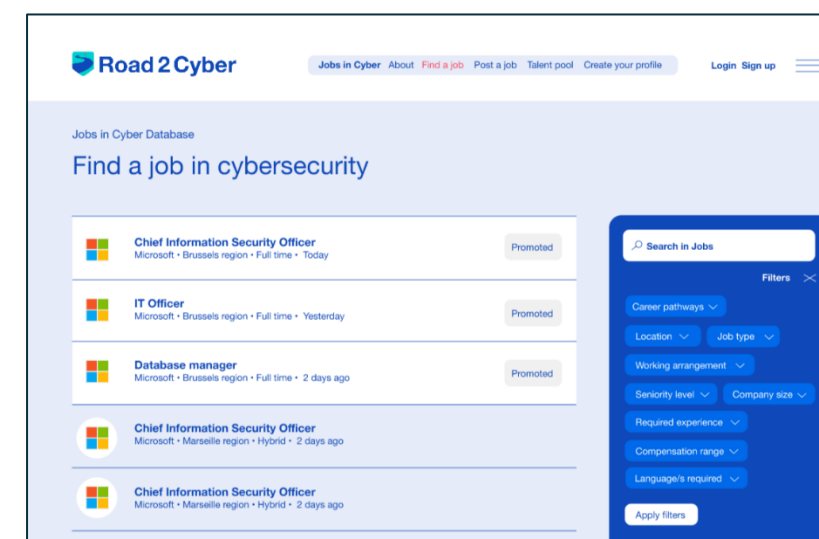
[Forgot my password](#)

Not registered? [Create an account as a company/organisation](#)

Step 2 : Discover the R2C possibilities for a company

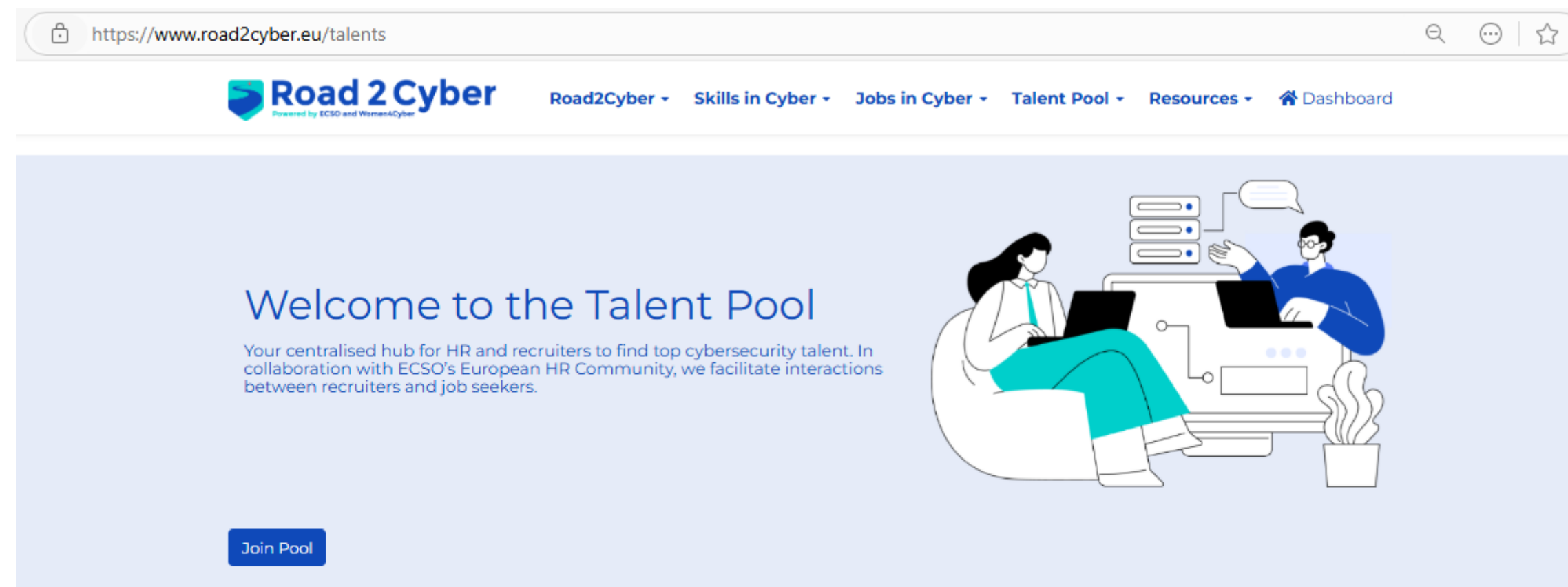


Step 3 : Post a job when having open vacancies in your company.



Talent Pool

A platform designed to enable recruiters to reach out directly to candidates. By sharing their profiles, individuals allow recruiters to initiate the selection process based on their existing skills and experience, streamlining the hiring process and enhancing recruitment efficiency.



For recruiters

Get access to a pool of cybersecurity talent ready to join and elevate your team.

For job seekers

Create your profile and join a list of standout talent in cyber. Recruiters can easily match with you and contact with based on the specific profile(s) they are looking for.

Cybersecurity Talent Pool

Profiles

Youth4Cyber



A catalogue of initiatives educating and raising the awareness of young people (6 to 26 years old) on the fundamental concepts of cybersecurity and cyber hygiene.

Two core objectives

1. To raise the level of cyber hygiene
2. To stimulate an interest for a career in cybersecurity among the European youth

Trainings & Certifications

A catalogue of courses and certifications for learners at all career stages to skill, reskill or upskill themselves in cyber.

1. Learners can find the training / course they need to start their career or reskills/upskill themselves.
2. Training sessions corresponding to career paths (according to the 12 overarching job roles in the ENISA Cybersecurity Skills Framework)

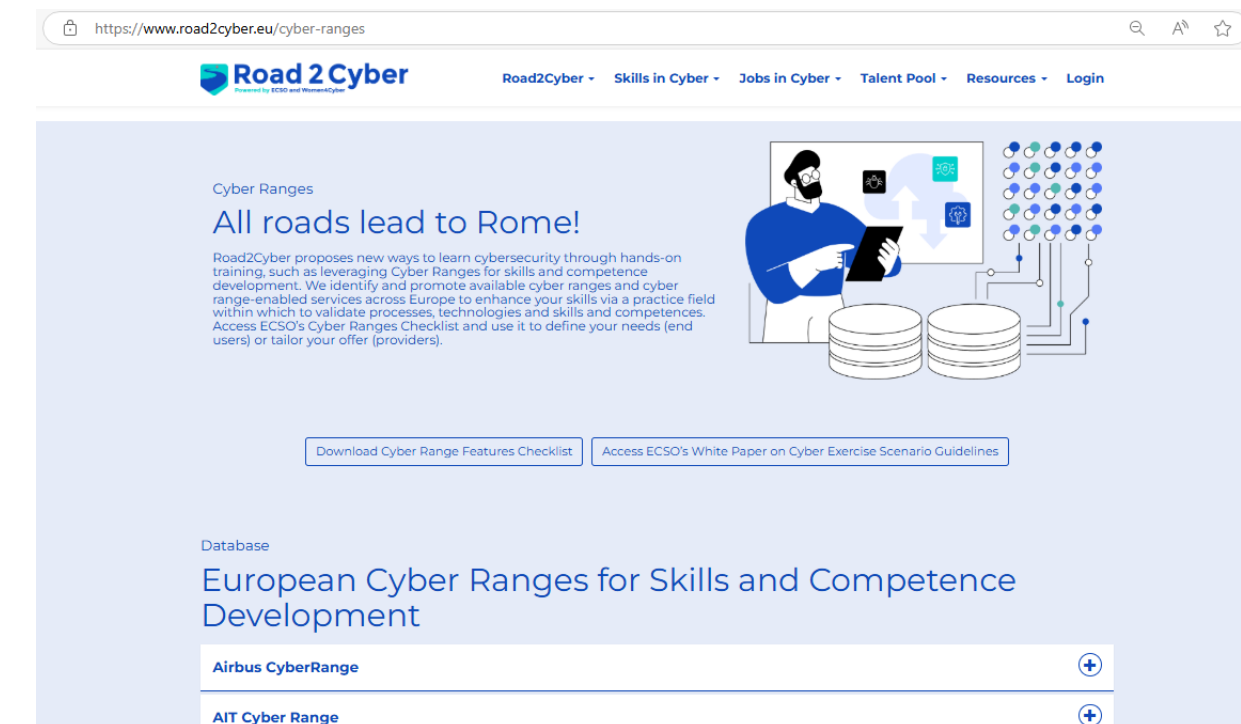
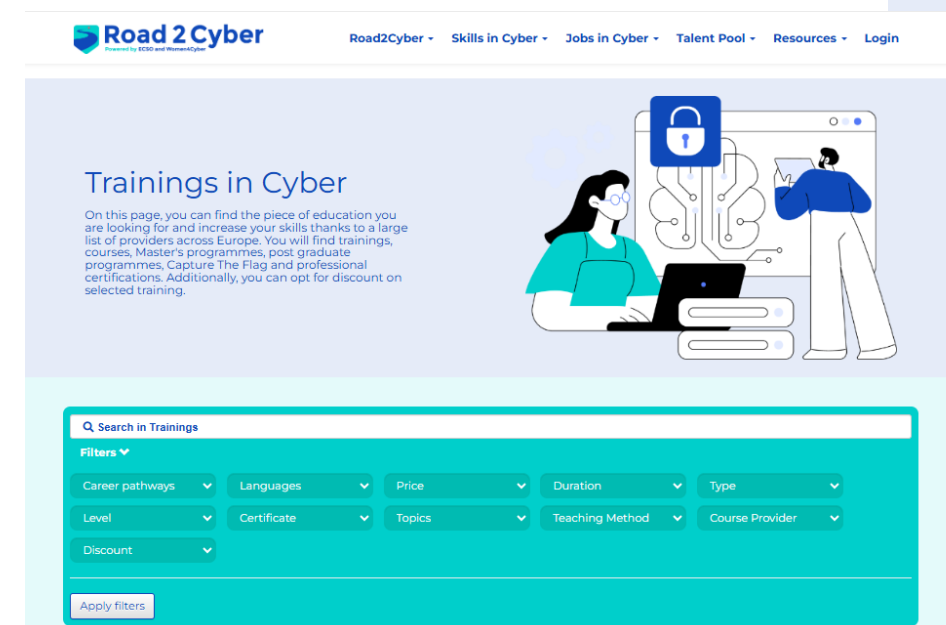
Cyber Ranges

The all-in-one tool to discover European cyber ranges and cyber range-enabled services, including a filtered search according to the user's needs and a practice field within which to validate skills and competences.

- Identify and promote cyber range providers
- Enhance skills via a practice field within which to validate processes, technologies and skills/competences

If you are an ECSO Member you will be invited to join Cyber Range Webinars.

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European Internship Programme

- The programme aims to create a robust matchmaking process between internship seekers and providers to accelerate the placement of talent in internship positions. Additionally, it encourages employers to invest in emerging talent for long-term career development within the cybersecurity sector.
- Important is that this match making is completely free for job seekers and job providers.

- **Process**



Upon receiving an application, ECSO and Women4Cyber will curate a **list of internship seekers whose profiles match the organisation's requirements.**



Internship providers can **review and select candidates** from this curated list.



Once a **selection is made**, the company and the job seeker will **sign an internal contract** between them, and ECSO and Women4Cyber will **contact both parties after the internship for feedback** and to collect material for social media.

- **Benefits**

- Access to a curated, exclusive list of qualified internship seekers and diverse talent pool, including underrepresented groups.
- A dedicated matching mechanism powered by ECSO and Women4Cyber, aligned with ENISA's European Cybersecurity Skills Framework, to ensure structured and coherent career pathways.
- Invitations to attend and participate in dedicated events, and opportunities to contribute blogs and articles for the Road2Cyber platform.

R2C Job Fairs 2025

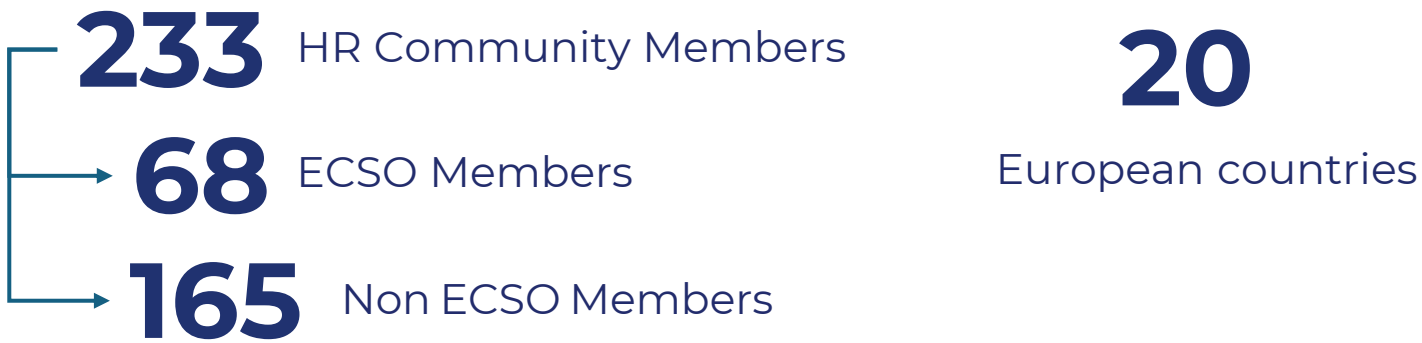
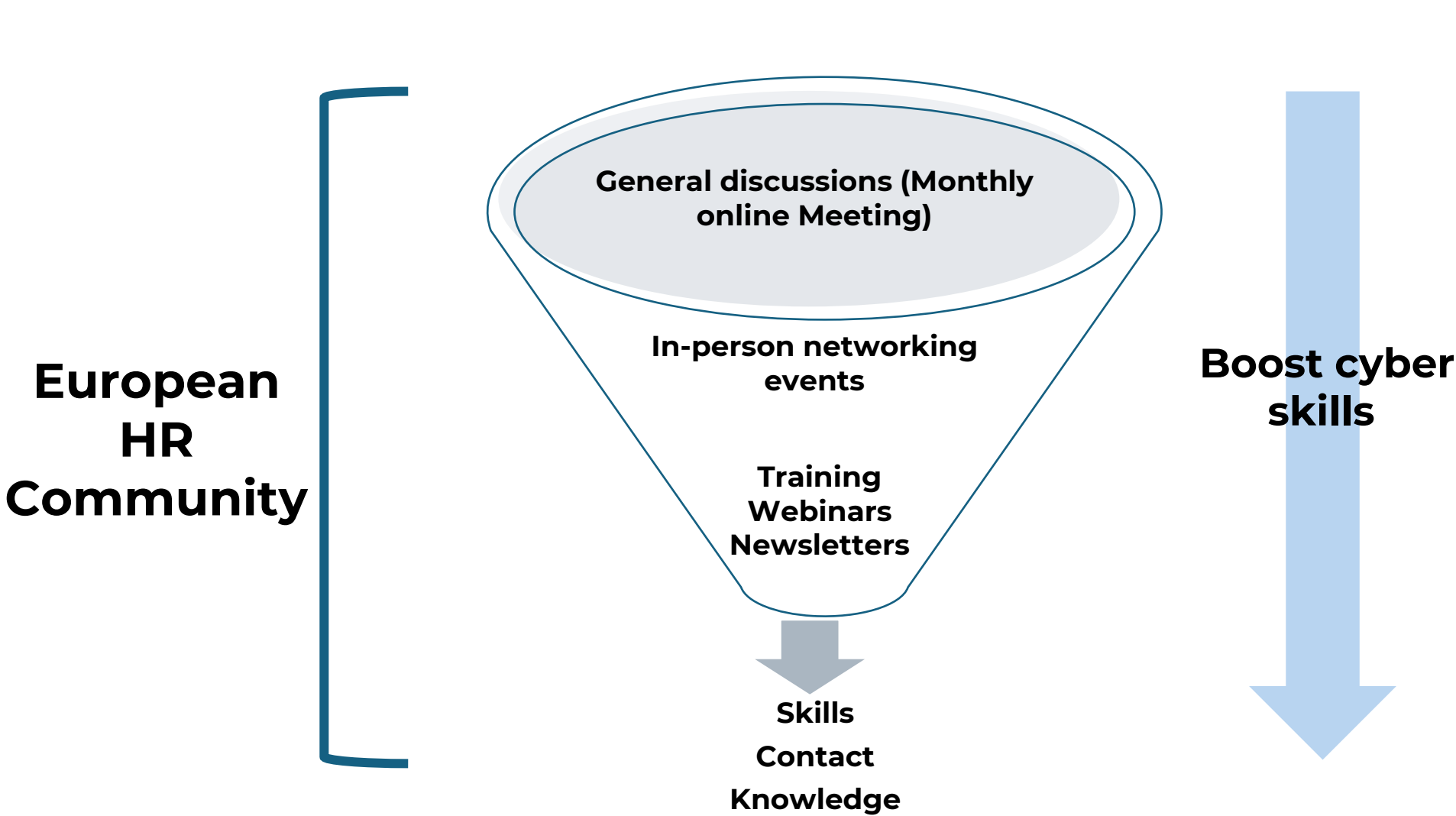
- Purpose: Organising job fairs to connect employers and job seekers, fostering meaningful connections and exploring opportunities.
- Goal: Host Cyber Security job fairs across Europe, offering tailored experiences for companies, universities, and job seekers.
- Collaboration: We partner with organisations to co-host or integrate with existing job fair frameworks.

Collaboration Types	Details
With an Industry Partner	1. Sponsorship by up to 2 or 3 companies on a first-come, first-served basis 2. Co-organising 3. R2C supporting an existing job fair
With a W4C Chapter	1. Co-organising 2. R2C supporting existing job fairs
With a University	1. Co-organising (paying a fee unless they are an ECSO or W4C member or they provide the space) 2. R2C supporting an existing job fair
With an Event Organiser	1. Enhance visibility and success, offering its network and promotion in exchange for complimentary tickets, travel costs, and a dedicated stand for R2C.

- A key principle of this initiative is that the job fairs will **always remain free for job seekers**. It is essential that they continue to be accessible to all, as job seekers are the primary focus of this event. Maintaining **free access ensures that we can maximise the impact of this initiative** and provide equal opportunities for all job seekers.
- For co-organizing or supporting a job fair, our standard pricing for recruiter stands doesn't apply automatically. We discuss pricing, event scope, and roles with the partner to tailor the event to their needs.

European Cyber Recruitment Initiative

Together with other HR recruiters, we provide guidance to help you navigate the complex world of cybersecurity. Regular meetings, informative newsletters, and a variety of planned future initiatives ensure continuous support and engagement.



Increase of the HR community members





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**European Cyber Security
Organisation (ECSO)**



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