

## Secretary General

The European Cyber Security Organisation (ECSO) is seeking an exceptional, visionary, and transformative leader to serve as its next Secretary General. This individual will guide Europe's cybersecurity ecosystem through an era defined by unprecedented digital threats, geopolitical tension, and technological disruption. This challenging role demands a unique combination of strategic acumen, resilience, and global influence.

Only highly qualified candidates will be considered. The Secretary General will lead ECSO in strengthening Europe's cybersecurity capabilities and fostering collaboration among European and, when needed, international public and private stakeholders.

The ideal candidate will not only sustain ECSO and its European members but also position them as international cybersecurity leaders, delivering significant, world-class results within a renewable three-year mandate.

## About ECSO

The European Cyber Security Organisation (ECSO) is the **pan-European**, private-public federation (**non-profit**) developing Europe's cybersecurity resilience and strategic autonomy. Established in 2016 as the European Commission's contractual partner for the **Public-Private Partnership in Cybersecurity**, ECSO unites more than 320 stakeholders—including businesses of all sizes, public administrations, research centres and many more—and provides a platform for dialogue, **knowledge sharing**, visibility opportunities, **industry advocacy**, and further public-private collaboration.

## Key Responsibilities

- **Strategic Leadership:** Define and implement ECSO's short- and long-term strategy with the Board of Directors, aligning with EU cybersecurity priorities. Anticipate emerging challenges and adapt the organization accordingly. Promote and advance ECSO's three key objectives for Europe: Cyber Resilience, Competitiveness, and Technological Sovereignty.
- **Representation and Advocacy:** Represent ECSO at a high level before EU institutions, Member States, industry, academia, and civil society. Promote the interests of ECSO and the European cybersecurity community internationally.

- **Stakeholder Management:** Cultivate and strengthen relationships with a wide range of stakeholders, including policymakers, national cybersecurity authorities, security solution providers, research centres, and civil society organizations.
- **Organisational Development:** Ensure ECSO's efficiency, effectiveness, and sustainability. Manage the organization's human and financial resources, foster a culture of excellence, and attract top talent.
- **Innovation Promotion:** Stimulate cybersecurity innovation by promoting research and development, facilitating technology transfer, and supporting innovative start-ups and SMEs.
- **International Cooperation:** Promote cooperation with third countries and organizations on cybersecurity, while upholding EU values and interests.

## Qualifications and Competencies:

- **Proven experience:**
  - A minimum of 15 years of professional experience in the cybersecurity field, including at least 5 years in leadership positions within the cybersecurity sector, ideally in both NGO and private sectors.
  - Active participation in national or international bodies developing strategic documents in cybersecurity.
  - Documented collaboration with the academic sector and/or RTOs.
  - Demonstrated ability to develop, secure, and lead grant-funded international projects.
  - Public speaking skills confirmed by participation in international conferences
  - Strong understanding of cybersecurity policies, regulations, and technologies at the European and international levels.
  - Demonstrated resilience, efficiency, strong work ethic, and diplomacy, particularly in challenging situations.
  - Strategic thinking skills, with the ability to identify key trends and translate them into actionable plans with a visionary approach.
  - Excellent leadership skills, with the ability to motivate, inspire, and manage multidisciplinary and multicultural teams, experts and managers. Experience managing complex organisations and overseeing significant budgets.

- **Global Influencer:** Ability to forge strong alliances with key public and private sector entities—EU institutions, NATO, technology leaders, and emerging innovators—to enhance ECSO’s influence in shaping cybersecurity policies that reduce Digital Single Market fragmentation and Europe’s technological dependence.
- **Communication and Negotiation:** Excellent communication, negotiation, diplomatic, and representation skills, with the ability to communicate effectively with diverse audiences and influence policy decisions.
- **Professional Network:** Extensive network of contacts in the cybersecurity field at the European and international levels, including strong relationships with high-level decision-makers in European Institutions and some Member States, and ideally, international bodies.
- **Strategic Objectives:** Ability to present Concrete, Measurable (where possible), Convincing, and Realistic targets to the Board for the short-term (1 year), mid-term (2 years), and long-term (3 years) periods of the initial mandate.
- **Education:** PhD or Master’s degree in a field relevant to ECSO.
- **Languages:** Fluency in English (C2 level). Knowledge of other EU languages is an asset.
- **Personal Qualities:** Integrity, independence, initiative, strong problem-solving skills, results-oriented, strong character, and a commitment to European values.

## Terms of Employment

- Full-time contract (CDI) with a renewable three-year mandate.
- Location: Brussels, Belgium (no distant remote)
- Competitive salary, commensurate with experience and qualifications

## Application Procedure

- Interested candidates should submit a detailed curriculum vitae and a cover letter highlighting their qualifications for the position. For inquiries about the position or application process, please contact [emilie.jonckheere@ecs-org.eu](mailto:emilie.jonckheere@ecs-org.eu)
- **Application Deadline:** 6 June 2025.
- Pre-selected candidates can expect to hold a first interview on June 10th between 10 and 12 am.

- Unsuccessful candidates will be notified by email; reasons for the decision may not be provided.

**ECSO is an equal opportunity employer and encourages applications from all backgrounds, including age, gender, sexual orientation, religion, ethnicity, and disability.**