

Cyber Capacity Building Workshop: Western Balkans

Date: 19 – 20 May 2025

Location: Western Balkans Cyber Capacity Center, Podgorica, Montenegro
Naučno-tehnološki park Crne Gore (Science and Technology Park of Montenegro)
Bul. Mihaila Lalića bb, 81000 Podgorica

Workshop description

The global cybersecurity landscape is evolving at an unprecedented pace, driven by rapid digitalization, increasingly sophisticated cyber threats, and growing dependence on critical digital infrastructure. According to the [Global Cybersecurity Outlook 2025](#), ransomware remains the top cyber risk for organizations worldwide, with 45% of respondents ranking it as their primary concern. Additionally, 66% of organizations anticipate that artificial intelligence (AI) will have the most significant impact on cybersecurity in the coming year.

In the Western Balkans, the threat landscape is also intensifying. [Research](#) indicates that in 2023, cyber incidents in the region increased by 40%, while ransomware attacks surged by 200% between 2022 and 2024. As cyber threats grow more sophisticated and persistent, governments and businesses in the region must strengthen cybersecurity capabilities, enhance cross-border collaboration, and invest in workforce development to effectively mitigate risks.

To tackle these challenges, the Western Balkans Cyber Capacity Center (WB3C) and the World Economic Forum (WEF) will host a Cyber Capacity Building Workshop on May 19-20 in Podgorica, Montenegro. This two-day workshop will bring together key stakeholders, including government officials, industry leaders, academia, and law enforcement, to discuss:

- Approaches on how to address the cyber talent shortage in the region (Stream 1).
- Collaborative strategies to out-manoeuvre cybercriminals in the Western Balkans (Stream 2).

The working language of the workshop is English.

Workshop agenda

Day 1 19 May 2025	
Time	Activity
9:30 – 10:00	Welcome coffee
10:00 – 10:15	Opening remarks: WB3C
10:15 – 10:30	Keynote by H.E. Miloško Spajić, Prime Minister, Government of Montenegro, Montenegro (Invited)
10:30 – 11:15	Opening panel: Cybersecurity in the Western Balkans: Bridging global practices with local needs Panellists: Dušan Polović , General Director at the Directorate for Infrastructure, Information Security, Digitalization and E-services the Ministry of Public Administration (Montenegro) Rob Rashotte , Vice-President, Global Training and Technical Field Enablement, Fortinet (Canada)

	<p>Jelena Zelenovic Matone, Chief Information Security Office, European Investment Bank (Luxembourg) Samuel Hassine, Chief Executive Officer, Filigran (France) Ivan Bošković, President of e-Commerce Association of Montenegro</p> <p>Moderator:</p> <p>Nataša Perućica, Lead for Capacity Building, Centre for Cybersecurity, World Economic Forum</p>	
	<p>Stream 1: Addressing the Cyber Talent Shortage in the Western Balkans</p>	<p>Stream 2: Securing the Digital Realm: Collaborative Strategies to Out-manoeuvre Cybercriminals in the Western Balkans</p>
11:15 – 11:30	Coffee break	
11:30 – 11:45	<p>Strategic Cybersecurity Talent Framework: An overview</p>	
11:45 – 13:15	<p>Attracting and recruiting the right talent into cybersecurity</p> <p>Contributors:</p> <ul style="list-style-type: none"> Dana Berman, Manager, Strategic Business Development & Marketing - Cybersecurity Services, Check Point Software Technologies (Israel) Denise Cassidy, EMEA Security HR Lead, Accenture (Ireland) <p>Discussion questions:</p> <ul style="list-style-type: none"> What are the main causes of the cybersecurity talent shortage in your region? What challenges do organizations face when attracting cyber talent in the Western Balkans? What cybersecurity skills and competencies are most in-demand in your region? What incentives can organizations offer to attract cybersecurity professionals? 	<p>The evolving cybercrime landscape</p> <p>Contributors:</p> <ul style="list-style-type: none"> Alex Wloch, Senior Analyst, Active Threat Monitoring, Standard Chartered Bank (United Kingdom) Céline Louyat, Inspector, Public Finance, AGRASC (France) James Gill, Global Head, Cyber Threat Response, Banco Santander (Spain) Jakub Olszewski, Head of Skills Academies, Standard Chartered Bank (United Kingdom) Jelena Zelenovic Matone, Chief Information Security Office, European Investment Bank (Luxembourg) Lenno Reimond, Stakeholder Manager, Europol (Netherlands)/Paul-Alexandre Gillot, J-CAT Coordinator, Europol, EC3 (France) Samuel Hassine, Chief Executive Officer, Filigran (France) <p>Discussion questions:</p> <ul style="list-style-type: none"> What are the primary cybercrime risks in your country/region? What are the challenges to grappling with cybercrime in your jurisdiction?

13:15 – 14:15	Lunch	
14:15 – 16:15	<p>Educating and training cybersecurity professionals</p> <p>Contributors:</p> <ul style="list-style-type: none"> Giuseppe Cinque, Principal Architect Cisco Digital Impact Office., Cisco Systems (Italy) Reza Elgalai, Université Technologique de Troyes (France) Rob Rashotte, Vice-President, Global Training and Technical Field Enablement, Fortinet (Canada) <p>Discussion questions:</p> <ul style="list-style-type: none"> What are the key gaps in current cybersecurity education and training programs? How can educational curricula on cybersecurity be standardized across the region? What role should public-private partnerships play in the region in training cybersecurity professionals? 	<p>Developing a clear mission and building trust between/within private and public sectors</p> <p>Contributors:</p> <ul style="list-style-type: none"> Céline Louyat, Inspector, Public Finance, AGRASC (France) James Gill, Global Head, Cyber Threat Response, Banco Santander (Spain) Paul-Alexandre Gillot, J-CAT Coordinator, Europol, EC3 (France) Samuel Hassine, Chief Executive Officer, Filigran (France) <p>Discussion questions:</p> <ul style="list-style-type: none"> How can collaboration strengthen the region's cybersecurity? How can we encourage private and public partners in the region to collaborate? What are some examples where collaboration has helped or could help? How? What specific actions or resources are needed to build stronger regional collaboration?
16:15 – 16:30	Coffee break	
16:30 – 18:00	<p>Public sector solutions to bridge the cyber talent gap</p> <ul style="list-style-type: none"> Abdullah Albaiz, General Manager for Human Capital Development, National Cybersecurity Authority of Saudi Arabia (Saudi Arabia) Grace Boyling, Senior Policy Advisor on International Cyber Skills, Department for Science, Innovation and Technology (United Kingdom) Mark Mannheim, Programme Manager, Cybersecurity and Digital Identity Directorate, Department for Science, Innovation and Technology (United Kingdom) <p>Discussion questions:</p>	<p>Key elements of a successful collaboration to combat cybercrime</p> <p>Contributors:</p> <ul style="list-style-type: none"> Paul-Alexandre Gillot, J-CAT Coordinator, Europol, EC3 (France) Samuel Hassine, Chief Executive Officer, Filigran (France) Sean Doyle, Cybercrime Atlas Initiative, Centre for Cybersecurity, World Economic Forum <p>Discussion questions:</p> <ul style="list-style-type: none"> How can the public and private sectors build on each other's strengths?

	<ul style="list-style-type: none"> • What are some of the approaches the public sector in your country has developed to build a sustainable cybersecurity talent pipeline? • How can successful models be applied regionally? 	<ul style="list-style-type: none"> • What resources are needed to collaborate and how can we develop or access them? • How can the public and private sectors share important data and insights more effectively over time? • How can we coordinate investigations that include both public and private sector partners? • What can the private and public sectors learn from each other?
Day 2		
20 May 2025		
8:30 – 9:00	Welcome coffee	
09:00 – 10:30	<p>Retaining cybersecurity professionals</p> <ul style="list-style-type: none"> • Jakub Olszewski, Head of Skills Academies, Standard Chartered Bank (United Kingdom) <p>Discussion questions:</p> <ul style="list-style-type: none"> • What challenges do organizations in the Western Balkans have in retaining cyber talent? • How can organizations keep cybersecurity professionals engaged and motivated? • What do you think are the methods of retaining cyber talent? 	Leveraging public-private collaboration to combat cybercrime
10:30 – 10:45	Coffee break	
10:45 – 11:30	Setting the Strategic Cybersecurity Talent Framework in motion	How to accelerate operational collaboration?
11:30 – 12:30	Closing session: Key takeaways and highlights	
12:45 – 14:00	Lunch	