

**DECISION No MB/2024/10
OF THE MANAGEMENT BOARD OF THE EUROPEAN UNION AGENCY FOR
CYBERSECURITY (ENISA)**

**on the establishment of ENISA's internal structures
(Recast of the MB Decision MB/2020/9)**

THE MANAGEMENT BOARD OF ENISA,

Having regard to

- The Regulation (EU) 2019/881 of the European Parliament and of the Council of 17 April 2019 on ENISA (the European Union Agency for Cybersecurity) and on information and communications technology cybersecurity certification and repealing Regulation (EU) No 526/2013 (hereinafter referred to as CSA), in particular Article 15.1(p);
- The Staff Regulation of Officials of the European Union (hereinafter referred to as the SR) and the Conditions of Employment of Other Servants of the European Union (hereinafter referred to as CEOS) laid down by Council Regulation (EEC, Euratom, ECSC) No 256/68 and in particular Article 7 of the SR and Article 10 of the CEOS;
- The Decision No MB/2020/5 of the Management Board of the European Union Agency for Cybersecurity (ENISA) on principles for ENISA's organisation;
- The Decision No MB/2019/8 of the Management Board of the European Union Agency for Cybersecurity (ENISA) on the Financial Rules applicable to ENISA in conformity with the Commission Delegated Regulation (EU) No 2019/715 of 18 December 2018 of the European Parliament and of the Council;
- The Decision No MB/2019/13 of the Management Board of the European Union Agency for Cybersecurity (ENISA) delegating the relevant appointing authority powers to the Executive Director;
- The Decision No MB/2018/14 of the Management Board of the European Union Agency for Network and Information Security (ENISA) on middle management staff;
- The Decision No MB/2018/7 of the Management Board of the European Union Agency for Network and Information Security (ENISA) adopting Implementing rules concerning the function of adviser;
- The Decision No MB/2014/6 WP of the Management Board of the European Union Agency for Network and Information Security (ENISA) adopting Rules Implementing Staff Regulation, in particular Commission Decision of 16.12.2013 on types of post and post titles (C (2013)8979).

Whereas:

1. The Cybersecurity Act, which outlines the mandate and tasks of ENISA, has been complemented with the adoption of the NIS2 and conclusion of legislative negotiations on CRA and CSOA, which require the Agency to review whether its organisational architecture and internal structure, as set by the MB in 2020, is fit for purpose;
2. The Management Board of ENISA has, during its informal strategy meeting on 21.03.2024 endorsed the proposed adjustments of ENISA structure, in order to consolidate its current activities, increase the agility of the Agency to address new upcoming tasks and better equip the organization to tackle the objectives set in ENISA Corporate Strategy, as endorsed by the MB in 2023;

3. On the basis of this framework the Executive Director has – after a broad and structured consultation with the Management Team, the Staff Committee and staff, as well as members of the Executive Board – put forward a proposal for ENISA's internal structure, which the Executive Board, during its meeting on 24 of May 2024 has endorsed in principle.

HAS DECIDED:

Article 1

Organisation of the Agency

1. The mandate of the Agency shall be executed by the coordinated work of its staff, organised through:
 - a. Units executing the objectives and tasks of the Agency;
 - b. Offices and services supporting the functioning of the Agency;
2. The work of the Agency shall be managed by the Executive Director assisted by the Chief Cybersecurity & Operations Officer and the Management Team composing of:
 - a. Heads of Unit, as middle-managers;
 - b. Deputy Heads of Unit, Heads of Sectors and Team Leaders supporting the Heads of Unit.
3. The Executive Director may appoint Senior Officers, Experts or Advisers in line with MB/2018/7.
4. The Executive Director may appoint staff members into coordinating or controlling functions and take other organisational measures to ensure efficient performance of the Agency's tasks and functions.

Article 2

Chief Cybersecurity & Operations Officer (COO)

The COO is appointed by the Executive Director, after consulting with the Management Board, as a Senior Officer to assist in the coordination of the operational activities of the Agency and support the responsibilities of the Executive Director as outlined in Article 20(3) points c, d and e of the CSA. The Executive Director may also give other tasks to the COO. Where the Executive Director is prevented from exercising his or her functions or the post is vacant, the COO will deputize for him or her, by performing the tasks and duties of the Executive Director which are necessary and urgent to ensure business continuity.

Article 3

Units

1. The Units shall maintain and develop the operational capabilities, in line with Art 3(4) of the CSA, which are necessary to perform the tasks outlined in Title I Chapter II of the CSA and to implement operational tasks given to the Agency through Union law and policies in the field of cybersecurity.
2. The Executive Director shall, in line with ENISA Single Programming Document as adopted

by the Management Board, establish and define a unit and appoint a Head of Unit for each operational activity, or discontinue a unit and accordingly restructure Head of Unit post and function, if the Management Board has decided to suppress an operational activity. The Executive Director shall notify the Management Board of all steps thereof.

3. The Executive Director shall define the functions and obligations of each unit, including the specific operational tasks given to ENISA by the Union legislation, which the unit will need to be ready to undertake and thus ensure the relevant capabilities for. He shall furthermore list the Union and national bodies, communities and stakeholder groups with which the Units are obliged to liaise. The Executive Director may also temporarily redistribute parts of the tasks between units, having regard to the needs outlined in the Single Programming Document of the Agency and in order to ensure the relative balance between the units in terms of their size, obligations and resources managed.
4. The Executive Director may also establish sectors within a unit, office or service to coordinate and implement specific sub-tasks in a defined field of expertise or area within the tasks of a unit, office or service.
5. The Heads of Units shall report directly to the Executive Director.

Article 4

Offices and services

1. The Executive Director's Office (EDO), shall support the attainment of the objectives of the Agency as set out in Art 4(1) of the CSA and the functions of the Executive Director as set out in Art. 20(3) of the CSA including:
 - a. tasks necessary to prepare, implement and assess the quality of the execution of the Single Programming Document as set out in Art. 24 of the CSA;
 - b. impartially ensure the implementation of compliance and internal control mechanisms throughout the Agency, including ensuring the tasks outlined in Art. 25, 26, 27, 28, 33, 40, 41 of the CSA and in the relevant MB decisions;
 - c. planning, coordinating and implementing communication and outreach activities of the Agency and supporting the necessary activities to fulfil tasks as set out in Art. 21 and 23 of the CSA;
 - d. functioning as the administrative secretariat of the Agency and fulfilling the task of the secretariat of the Management Board as set out in Art. 17(6) of the CSA.
2. The Corporate Support Service (CSS), shall assist the Agency with the functions of:
 - a. Appointing Authority as defined by the Staff Regulations by virtue of Art. 34 of the CSA and carry out tasks stemming from Art. 3(4) of the CSA;
 - b. establishing and implementing the budget as set out by Art. 29, 30 and 31 of the CSA and the tasks stemming from ENISA financial rules by virtue of Art. 32 of the CSA;
 - c. ensuring the security, daily functioning and operations of the Agency's premises and IT systems, including tasks stemming from implementing the Art. 35, 43 and 44 of the CSA.
3. The Executive Director will also lay out in detail any additional specific tasks and obligations of EDO and CSS. The Executive Director will furthermore ensure that the total number of staff posts assigned to the EDO and CSS shall not exceed 1/3 of the total number of staff posts assigned to units. Any derogation from this requirement must be endorsed by the Management Board in the Single Programming Document.

4. The Head of EDO and the Head of CSS are members of the middle management and shall be considered as Heads of Units.

Article 5

Management Team

A regular Management Team meeting will be convened at least once per month to assist the Executive Director in his or her functions, in particular as regards to Art. 20(3)d of the CSA, by helping to coordinate the work of the Agency in implementing the Single Programming Document. It will be chaired by the Executive Director who will set its agenda, operating procedures and composition including but not limited to the COO and all Heads of Unit.

Article 6

Final and implementing provisions

1. This decision amends and recasts the MB Decision MB/2020/9 of 25 June 2020 and shall take effect on 01.01.2025.
2. The Executive Director will put in place internal measures to promote and support the mobility of middle managers foreseen under Article 18 of the Management Board Decision No MB/2018/14 of 11 October 2018.
3. The Executive Director will in due time submit to the Management Board all other proposals which are required to implement this decision.
4. The Executive Board shall be notified without delay on all measures, which are adopted by the Executive Director in order to implement this decision.

Done by written procedure on 1 July 2024.

On behalf of the Management Board,

[signed]

Fabienne Tegeler
Chair of the Management Board of ENISA

ANNEX: New ENISA organizational chart under the draft SPD2025

