Testimonial for Expert Engagement – Professor Georges ATAYA

To Whom it May Concern

Geneva, 18 September 2025

This Testimonial is for Professor Georges ATAYA of Brussels, Belgium, and relates to the experience that I and my colleagues working in the Cybersecuriy Programme of Europe Asia Division of Geneva Centre for Security Sector Governance (DCAF) have made when we engaged and collaborated with Professor Ataya on several cybersecurity capacity building activities for the benefit of the Ministry of Public Administration of Montenegro during a four months period from January to April 2025. DCAF is an international foundation whose mission it is to support national and international stakeholder in advancing good security sector governance and reform (SSG and SSR). We engaged Professor Ataya on an expert consultant contract after we had selected him as a result of market research and several recommendations that we had received.

DCAF engaged Professor Ataya as a lead expert for one of the most transformative and strategically critical initiatives that the Europe Asia Cybersecurity Programme has organised in the recent period: the development of a comprehensive three-year Cybersecurity & Human Resources strategic development plan for the Ministry of Public Administration of Montenegro. This complex engagement demanded extensive multidisciplinary assessments and evaluations across technical, organizational, and human capital domains, with particular emphasis on optimizing people resources within a rapidly evolving cybersecurity landscape.

Professor Ataya demonstrated remarkable ability to synthesize deep subject-matter expertise across multiple domains with a methodical, forward-looking strategic approach that proved instrumental to the project's success. His analytical rigor was matched by an exceptional talent for translating complex technical concepts into accessible, actionable frameworks that resonated with stakeholders at all organizational levels. What distinguished Professor Ataya's contribution was his capacity to develop highly tailored, context-specific solutions that acknowledged the unique challenges and constraints facing the Ministry, rather than applying generic best practices.

Beyond delivering comprehensive analysis and pragmatic recommendations, Professor Ataya exhibited outstanding facilitative skills in guiding the alignment of existing resources and expertise with the Ministry's long-term strategic vision. His approach was characterized by intellectual thoroughness combined with practical wisdom—he consistently demonstrated an ability to navigate the delicate balance between ambitious transformation

goals and realistic implementation pathways. His recommendations were not only technically sound but also organizationally feasible, reflecting his nuanced understanding of how cybersecurity initiatives must integrate with broader institutional dynamics.

Professor Ataya's knowledge transfer capabilities proved particularly valuable throughout our engagement. He possessed a rare ability to distill complex cybersecurity and organizational development concepts into clear, comprehensible insights that empowered Ministry stakeholders to make informed decisions and take ownership of the strategic direction. His mentoring approach fostered genuine understanding rather than dependency, equipping the Ministry team with the analytical frameworks and strategic thinking capabilities necessary for sustained success.

The clarity, professionalism, and transformative impact that Professor Ataya brought to this engagement have established a robust foundation for enhancing Montenegro's cybersecurity resilience and capacity development. His work has positioned the Ministry of Public Administration to navigate future challenges with greater strategic coherence and operational effectiveness.

We recommend Professor Ataya without reservation to any organization undertaking complex, high-stakes strategic planning initiatives, particularly those requiring expert guidance at the intersection of cybersecurity, human capital development, and organizational transformation. His combination of technical excellence, strategic acumen, and exceptional communication skills makes him an invaluable asset for organizations seeking both immediate results and long-term capacity building.

I am happy to be contacted for further information regarding this testimonial (see contact details below).

Sincerely,



Franziska Klopfer
Senior Manager, Europe and Asia (EA)

DCAF - Geneva Centre for Security Sector Governance
Chemin Eugène-Rigot 2E
CH-1202 Geneva
Switzerland
+41 22 730 94 88
+41 79 265 76 75
f.klopfer@dcaf.ch