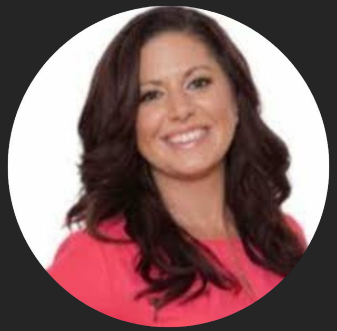
CyberSN | SECURE DIVERSITY

Employers Looking to Hire, Retain, and Build Diverse Cybersecurity Teams



Featuring:

Adrianna Iadarola
Managing Director of Client Services | Ambassador
CyberSN | Secure Diversity

Women are a must, not a “nice to have”

- According to the 2022 US Census, **168 Million** Americans, or (**50.5%** of the US population) are women.
- Without them joining us and growing in the security community we will lose.

#ourattackersarediverse

Talent retention is a must!

Cyber Pros are Recruitable

- **7 out of 10** professionals are considering quitting their jobs in the next year.
- If the employees were feeling burnt out (58% said ‘yes’), they were **89% more** likely to be considering a new job.

Understanding the Landscape

64% of respondents say their security teams are being forced to do more with less, citing fines, compliance, evolving threats, and fewer tools as challenges.

Source: The Register, 2020

C-suite business leaders expect a **42% increase** in staffing across cybersecurity in 2023.

Source: (ISC)², 2023

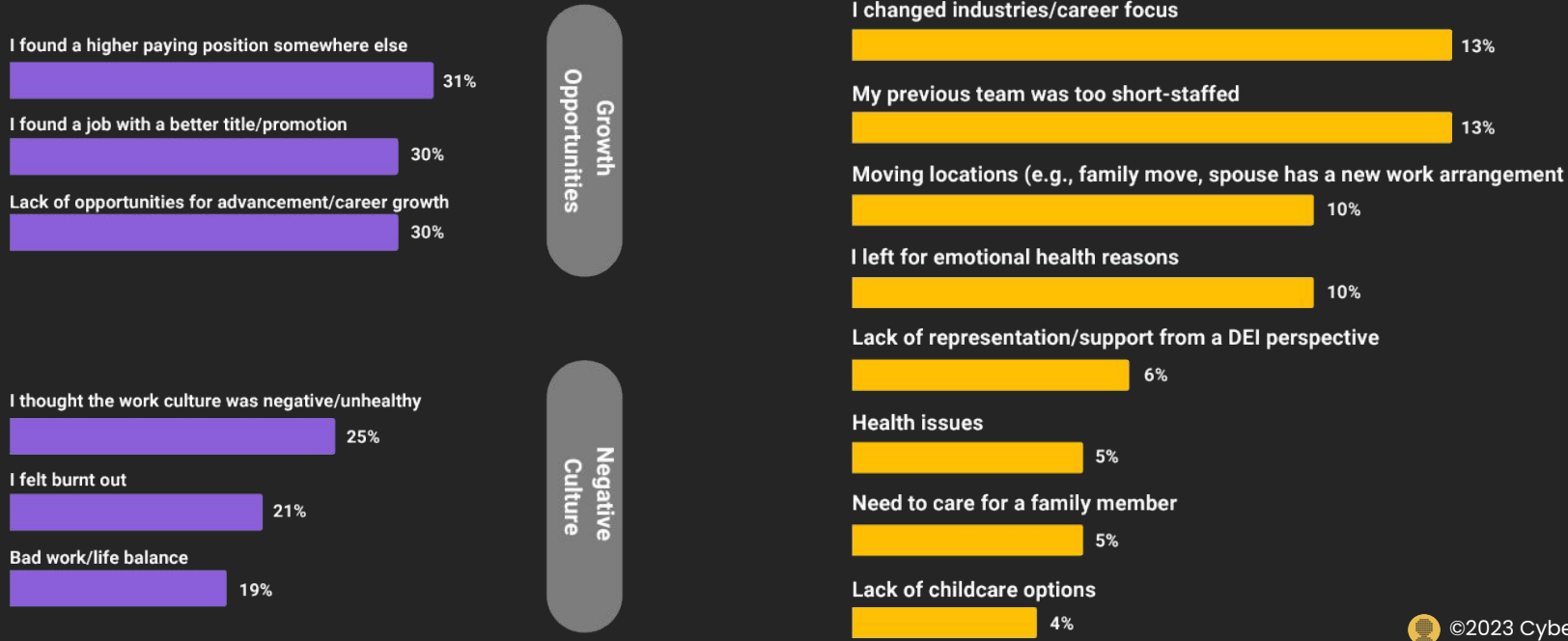
By 2025, nearly **half** of cybersecurity leaders will **change jobs**, **25%** for different roles entirely due to multiple work-related stressors.

Source: Gartner, 2023

Source: (ISC)² Cybersecurity Workforce Study, 2022

5,102 global cybersecurity professionals who have worked in their current role for 2 or fewer years

You indicated that you left a job within the past two years, what were the biggest reasons behind you making this move?



Source: ISACA, State of Cybersecurity, 2022

2051 respondents, 913 from cybersecurity

Why Cybersecurity Professionals Leave Their Jobs: Top 10 Factors

Recruited by other companies	59%
Poor financial incentives (e.g., salaries or bonuses)	48%
Limited promotion and development opportunities	47%
High work stress levels	45%
Lack of management support	34%
Poor work culture / environment	30%
Limited remote work possibilities	24%
Inflexible work policies	21%
Limited opportunities to work with latest technologies	20%
Desire to work in a new industry	16%

Competing for these professionals means understanding why they would leave their jobs, where to find them, and how to match them to your job.

Job Searching is Broken

(it's a matter of National Security
AND you must be recruiting)

“We are short 500k Cybersecurity professionals in the US” and yet.....

“How can there be 500,000 open cybersecurity jobs, and I can’t find one?”

“It took me 1 year to find my current role.” - CISOs

“I have had 20 interviews and none of them were a fit!”

“Should I apply to the job when I’m not sure what they’re looking for?”

“Why is this job description for a new-to-cyber role, and yet requires a CISSP?”

“Applying to jobs is an awful experience. I hate it.”

No Plan, No Diversity

87% of women surveyed were concerned about the lack of diversity, but only **1/4** of their companies report having diversity initiatives in place

ISACA Report, "Breaking Gender Barriers", 2019

Why is Job Searching Broken?

Poor job description and resume matching

SEO to blame

Job seekers don't get to see all jobs for which they are qualified

Job postings are cheap

Garbage In … Garbage Out

Matching poor content to poor content.
Datasets of unstructured content.

Employers and Professionals must speak to understand if qualified and/or interested.

Why Else is Job Searching Broken?


FORTUNE

SEARCH SIGN IN

SUCCESS · CAREERS

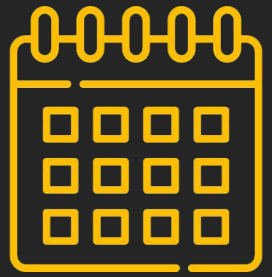
NYC employers are skirting the game-changing pay transparency law by listing $100,000-plus salary ranges for jobs

BY JEFF GREEN, RICHARD ABBEY, ERIC FAN AND BLOOMBERG

November 4, 2022 at 8:31 AM PDT

Unreliable salary data

Internal HR hiring practices (5+ step interview process)



Delayed in engaging specialized recruiters

Hiring Managers, own it :)

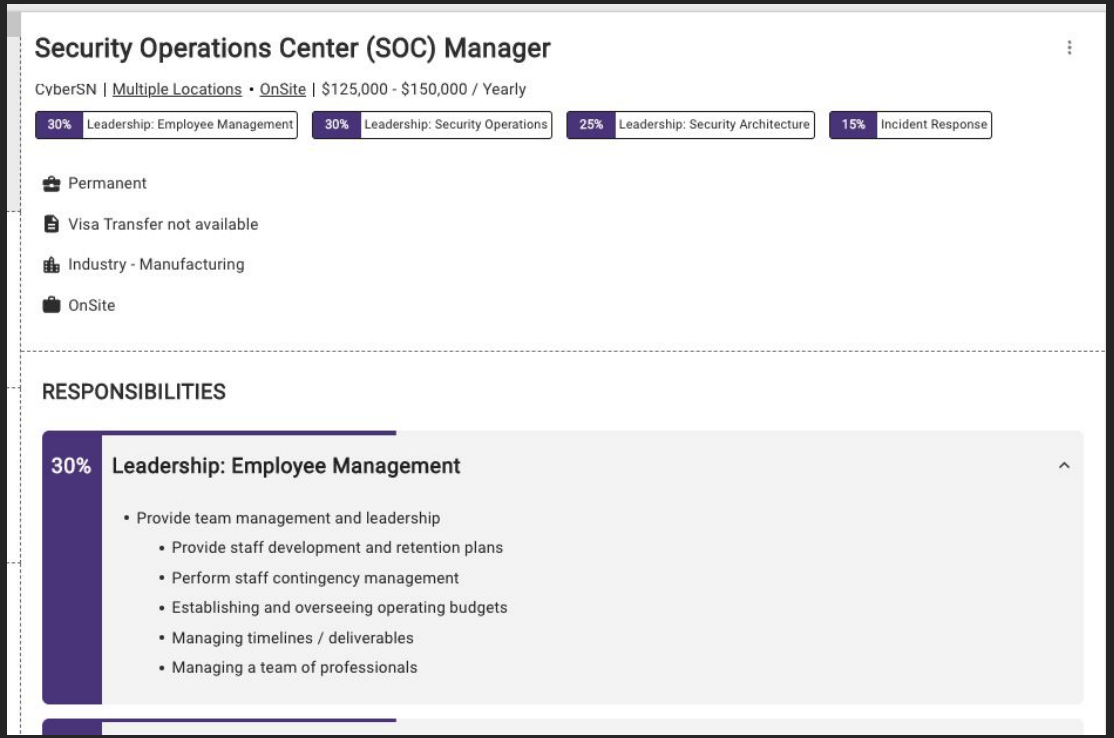
Understand the market

Understand the role and responsibilities

Demand: HR & cybersecurity teams need to align on business value

- Nearly one in three (29%) professionals said the HR departments at their organizations likely **exclude** strong job candidates because they *don't understand the skills necessary to work in cybersecurity*.
- **One in four** also said job postings at their organizations tend to be unrealistic, demanding too much **experience**, too many **certifications**, or too many specific **technical skills**.
- Nearly a third (30%) suggested CISOs try to better educate HR and recruiters on real-world cybersecurity goals and needs and **28%** said job recruitments need to be **more realistic** with the typical levels of experience cybersecurity professionals have.

Job Descriptions Matter



Security Operations Center (SOC) Manager

CyberSN | Multiple Locations • OnSite | $125,000 - $150,000 / Yearly

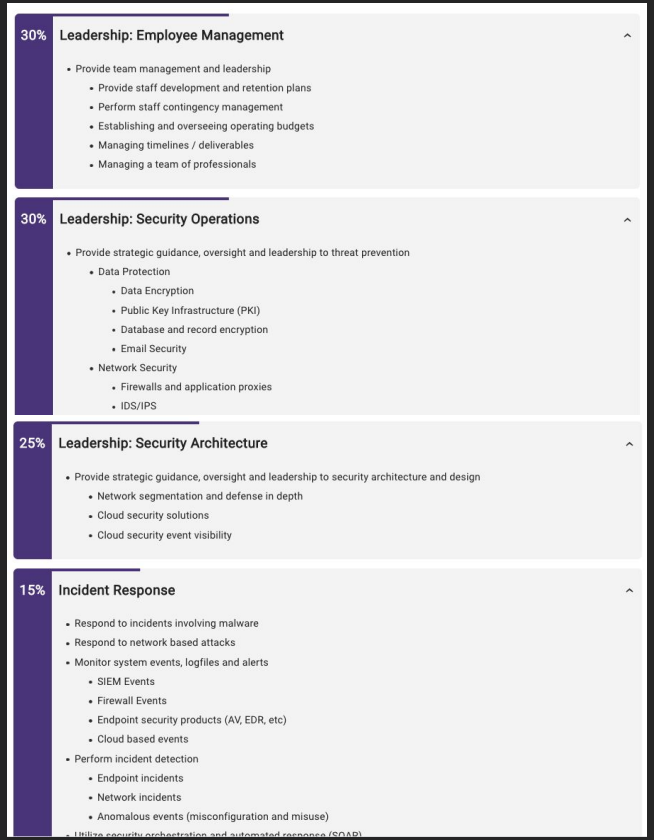
30% Leadership: Employee Management | 30% Leadership: Security Operations | 25% Leadership: Security Architecture | 15% Incident Response

- Permanent
- Visa Transfer not available
- Industry - Manufacturing
- OnSite

RESPONSIBILITIES

30% Leadership: Employee Management

- Provide team management and leadership
  - Provide staff development and retention plans
  - Perform staff contingency management
  - Establishing and overseeing operating budgets
  - Managing timelines / deliverables
  - Managing a team of professionals



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30% Leadership: Security Operations

- Provide strategic guidance, oversight and leadership to threat prevention
  - Data Protection
    - Data Encryption
    - Public Key Infrastructure (PKI)
    - Database and record encryption
    - Email Security
  - Network Security
    - Firewalls and application proxies
    - IDS/IPS

25% Leadership: Security Architecture

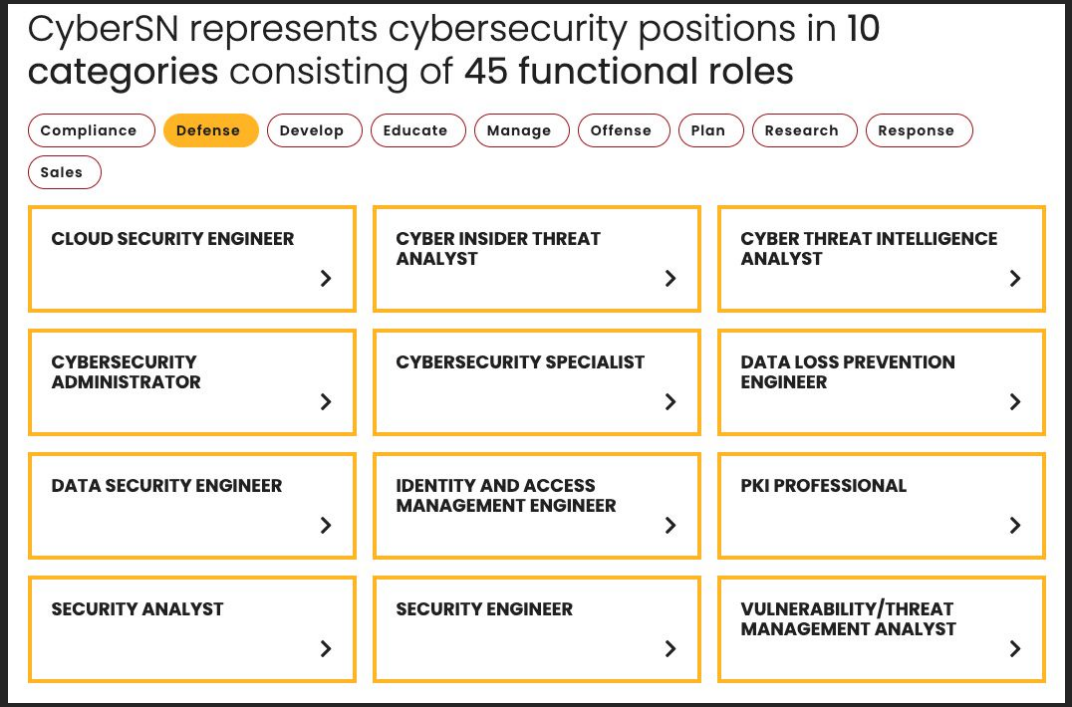
- Provide strategic guidance, oversight and leadership to security architecture and design
  - Network segmentation and defense in depth
  - Cloud security solutions
  - Cloud security event visibility

15% Incident Response

- Respond to incidents involving malware
- Respond to network based attacks
- Monitor system events, logfiles and alerts
  - SIEM Events
  - Firewall Events
  - Endpoint security products (AV, EDR, etc)
  - Cloud based events
- Perform incident detection
  - Endpoint incidents
  - Network incidents
  - Anomalous events (misconfiguration and misuse)

CyberSN Job Posting from CyberSN.com

Roles and Responsibilities Clearly Defined



CyberSN Career Center, "10 Categories, 45 Functional Roles", cybersn.com

Career Map **BEFORE** you Hire

Career Path

Map your career path by understanding role relationships

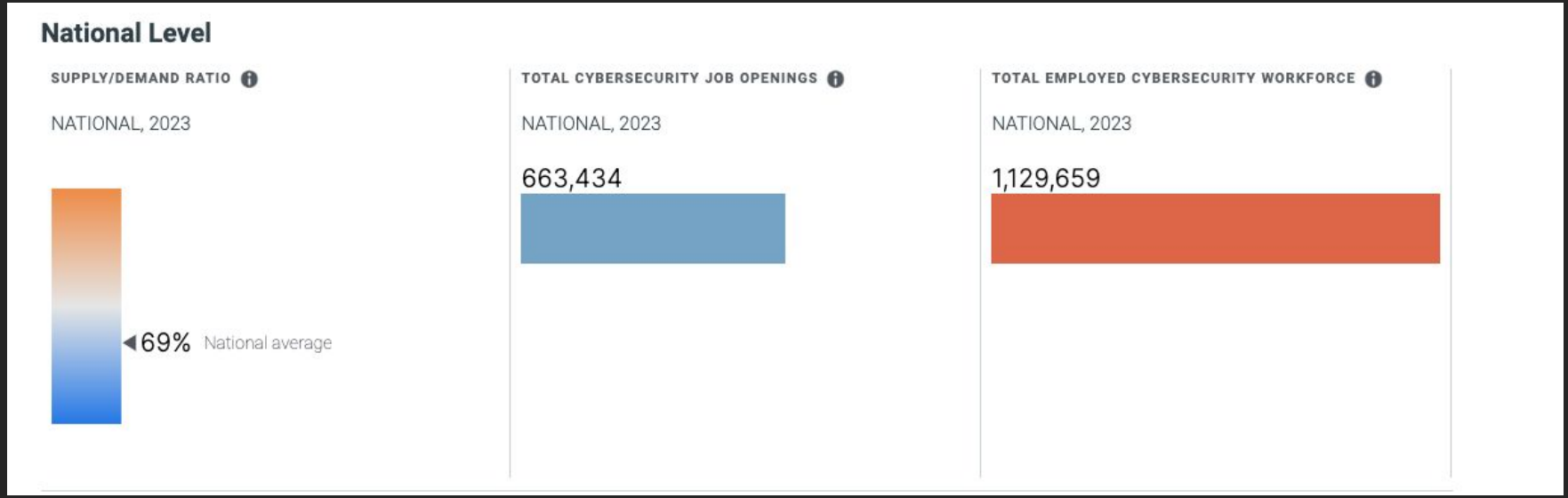
Current role Feeder role Next role

[Security Engineer Career Path]

CyberSN Career Center, "Security Engineer Career Pathing", cybersn.com

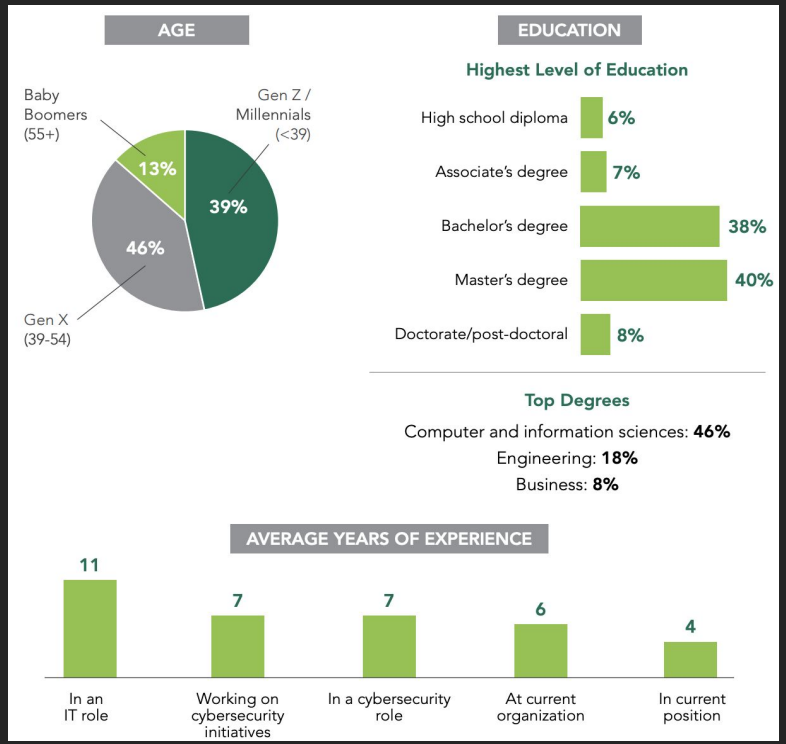
Training is Opportunity

Supply & Demand (USA, Private Sector)



Source: CyberSeek, 2023

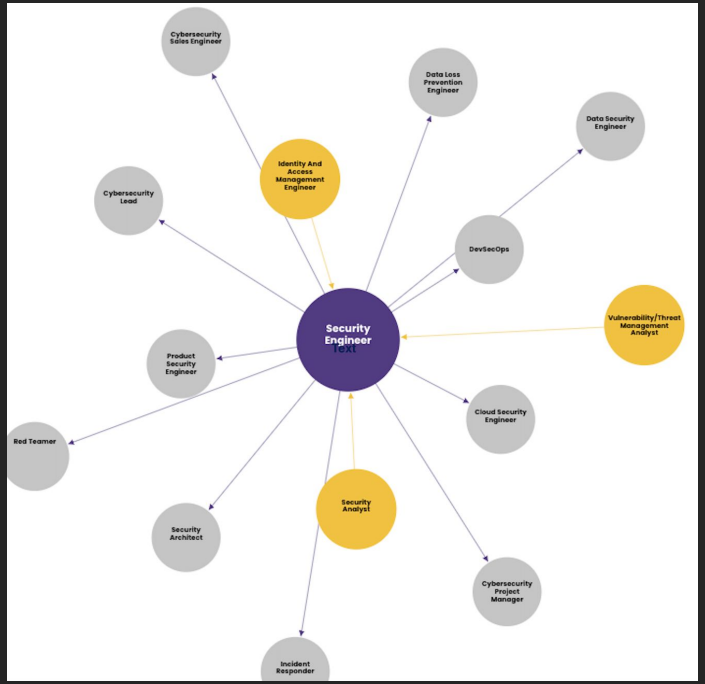
Who is in Cybersecurity?



Source: (ISC)² 2022 Cybersecurity Workforce Study

So how do you hire?

Map out your career path to understand potential role relationships



Security Engineers may also be referred to as:

Blue Team Security Engineer
Cybersecurity Asset Management Engineer
Cybersecurity Defense Engineer
Cybersecurity Device Engineer
Cybersecurity Systems Engineer
Cybersecurity And Business Continuity Engineer
Cybersecurity Engineer
Cybersecurity Industrial Control Engineer
Embedded Device Security Engineer
Firewall Security Engineer
Hardware Security Engineer
Information Assurance Engineer
Infrastructure Security Engineer
IT Security Support Engineer
Mainframe Security Engineer
Mobile Security Engineer
Network Security Engineer
Network Security Operations Engineer
SecOps Engineer
Security Operations Engineer
Systems Security Engineer
Vehicle Cybersecurity Engineer
Cyber Fusion Center Engineer
Cybersecurity Automation Engineer
Cybersecurity Design Engineer
Cybersecurity Intern
Cybersecurity Tools Implementation Engineer
Cybersecurity Consultant
Cybersecurity Engineer Intern
Cybersecurity SOAR Engineer
Endpoint Security Engineer
Firmware Security Engineer
Industrial Controls Security Engineer
Information Systems Security Engineer (ISSE)
IoT Security Engineer
Linux Security Engineer
Medical Device Security Engineer
Network Information Security Engineer
Network Security Intern
Offensive Cyber Operators Engineer
Security Engineer Intern
SIEM Security Engineer
User Fraud Security Engineer

Prep and Package

Ask prep questions

Ask logistical questions

Understand the dress code

Test software prior to video interview

We spend countless time prepping for an interview technically, but overlook the logistics to interviewing. Prepare for any and every scenario including where to park, how to enter the building, how to dress. If the interview will be via video, test the software and internet connect prior to the interview.

"Be Interesting and Interested"

Interview Prep - Why?

1. To demonstrate your interest in the job.
2. To learn about the company's culture, mission and values.
3. To better align yourself to the company.
4. To help craft meaningful questions.
5. To find common threads between you and the hiring manager/interviewer.
6. To determine if it's the right fit for you.
    a. You are not only being interviewed. You are interviewing the hiring manager.

The Salary Talk

Job Seekers

Market yourself socially

Community participation and networking events

This cyber industry is still very small, become involved in your local meetups. Additionally resumes while still a necessary formality, are slowly becoming deprecated with the rise of services such as LinkedIn. Maintain an online profile for prospective companies and recruiters to find you.

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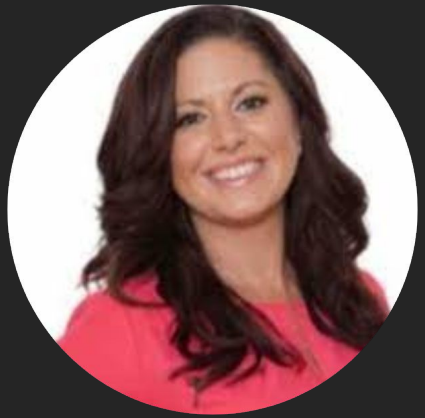
Get in touch



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Stop Searching, Start Matching

Join our cybersecurity network and get matches today: www.cybersn.com/sign-up

Learn more about Secure Diversity