

RSA®Conference2019

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BETTER.

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Building – and Keeping – Your Cybersecurity Team with Non-traditional Staff

MODERATOR: Rob Clyde, CISM, NACD Board Leadership Fellow

Board Chair, ISACA; Executive Board Chair, White Cloud Security; Board Director, Titus
@ISACANews

Tracey Dedrick

Board Director
ISACA
@ISACANews

Tammy Moskites, CISM

Managing Director
Accenture
@QueenofCandor

**Gabriela Reynaga, CRISC,
CISA, GRCP**

CEO
Holistics GRC Consultancy
@gabyreynaga

**Gregory Touhill, CISM, CISSP, Brigadier
General (ret.)**

President, Cyxtera Federal Group,
Cyxtera Technologies
@ISACANews

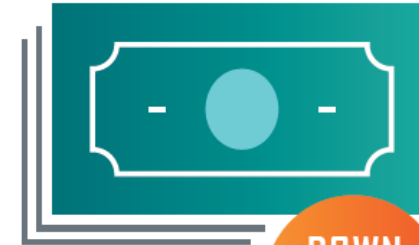
#RSAC

2019 State of Cybersecurity



1 IN 5

SAY THEIR BUDGETS
ARE SIGNIFICANTLY
UNDERFUNDED



DOWN
9pts.

55%

EXPECT AN INCREASE
IN CYBERSECURITY
BUDGETS

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SKILLS GAP STILL NOT SHRINKING

69%

say their
cybersecurity teams
are **understaffed**.



58%

have **unfilled**
(open) cybersecurity
positions.



32%

say it **takes six months**
or more to fill
cybersecurity jobs at
their organization.



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WANTED QUALIFIED CANDIDATES

29%

SAY FEWER THAN
ONE-QUARTER

of job candidates are qualified
for the cybersecurity position
for which they applied

NEARLY
40%

SAY UNIVERSITY
GRADUATES IN
CYBERSECURITY

are not prepared for the job
challenges they'll face

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TOP 3 REASONS CYBERSECURITY PROS ARE CHANGING JOBS

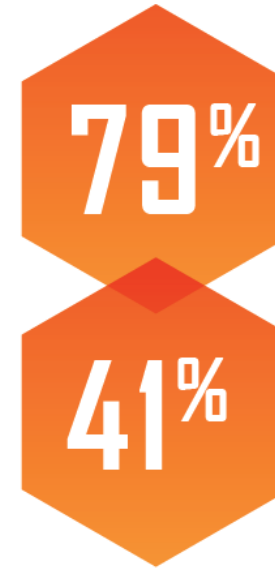


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15%
say their entire
cybersecurity staff **is male**.

51%
say their cybersecurity
teams have **significantly
more men than women**.



79%
OF MEN SAY MEN AND WOMEN HAVE EQUAL OPPORTUNITIES for career advancement in cybersecurity roles at their organizations.

41%
OF WOMEN AGREE. This number increases to 59% of women among organizations with diversity programs supporting women.



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Panel discussion



Building – and Keeping – Your Cybersecurity Team with Non-traditional Staff

- Identifying adept and diverse non-traditional candidates
 - Focus: women
 - Focus: veterans
 - Focus: non-tech backgrounds and education
- Strategies for recruiting, retraining, and retaining talent
- Business solutions to offset skills shortages and maximize retention

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Questions from the audience



Apply what you have learned today

- Next week you should:
 - Identify skills gaps within your organization
- In the first three months following this presentation you should:
 - Communicate how your organization must focus on non-traditional candidates
 - Develop a business plan that redefines how your cybersecurity team is hired and retained
- Within six months you should:
 - Drive a strategic effort to recruit non-traditional candidates
 - Provide tangible benefits at your organization to retain new cybersecurity professionals

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Thank you!

View the ISACA 2019 State of Cybersecurity research:

<https://cybersecurity.isaca.org/state-of-cybersecurity>