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# THE CYBERSECURITY JOB SEEKERS REPORT: RESULTS AND IMPLICATIONS

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#RSAC

# Who's This Guy?



- Cybersecurity Advocate?
- 25 Years Experience
- Fellow of (ISC)<sup>2</sup>
- Retired Air Force
- Public and Private Sector Experience



# What Are We Talking About?



- What motivates cybersecurity jobseekers
- Who we spoke to
- Key findings
- The McCumber Take
- How you can use this data



But First...



*Why?*

# We Spoke To:



- 250 cybersecurity pros.
  - Cybersecurity is their “primary responsibility”
  - U.S. & Canada
  - December 2017
- Independent, blind survey
  - Not (ISC)<sup>2</sup> membership





An overhead view of a group of people sitting around a large wooden conference table. Several people are using mobile devices: some are holding smartphones, while others are using tablets. The tablets display various data visualizations, including bar charts and line graphs. A laptop is also visible on the table. A semi-transparent white rectangular box is centered over the image, containing the text 'What did we learn?'.

# What did we learn?



**ONLY**  
**15%**  
have **NO PLANS** to  
look for a new job in 2018





# 14%

**plan to pursue a  
new job in 2018**





# 70%

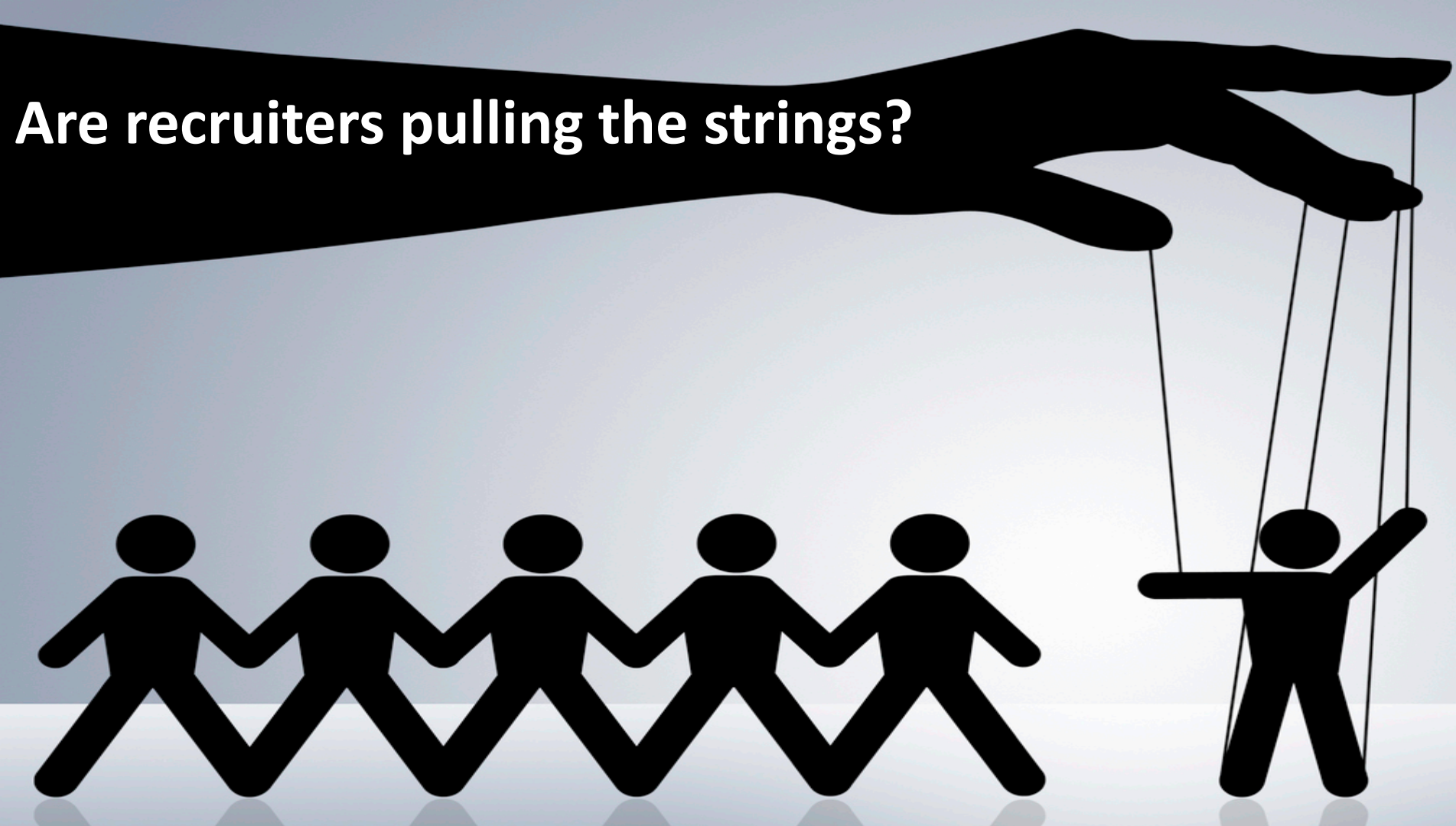
**are open to  
a new job in 2018**



**Are cybersecurity professionals  
really in the driver's seat?**



**Are recruiters pulling the strings?**







# 46%

are contacted at least  
**once weekly** by recruiters

The background of the slide is a blurred image of a person's hands typing on a laptop keyboard. The image is overlaid with a semi-transparent white rectangle that contains the main text.

# 21%

are contacted **daily**  
by recruiters

A man with a beard and short dark hair, wearing a maroon t-shirt, is sitting at a wooden table in a cafe or library. He is looking down at a laptop, with his hands on the keyboard. The background is filled with warm, out-of-focus lights from lamps and shelves. A large, dark, umbrella-shaped lamp is prominent in the foreground on the right. A small clock is visible on the back of the chair in front of him.

**What do cyber pros want?**



# Who's This Guy?



# 68%

where **my opinions**  
are taken seriously

# Who's This Guy?



68%

where **my opinions**  
are taken seriously

62%

where I can  
**protect people** and  
their data



# Who's This Guy?



68%

where **my opinions**  
are taken seriously

62%

where I can  
**protect people** and  
their data

59%

an employer that  
adheres to a strong  
**code of ethics**





# 49%

want the **best salary**



# 49%

want the **best salary**

# 39%

**satisfied** with  
current salary



# 54%

will work where a **breach**  
has occurred





# 54%

will work where a **breach**  
has occurred

# 64%

will work where a **breach**  
has occurred, **if it was  
responsibly disclosed**



# 85%

**investigate** an employer's  
**security capabilities** before taking a job



# 52%

**more likely** to take a job where  
a company properly **invests in**  
**security tech**

# 40%

will work where a company  
**needs to improve** its  
security tech



A man in a white shirt is looking at a tablet in a server room. The background shows server racks with many colorful cables (yellow, blue, green) plugged into them. The image has a semi-transparent white overlay on the right side where the text is located.

**58%**

Network Monitoring

**53%**

Security Analysis

**53%**

Security Administration

**47%**

Intrusion Detection



88%

Invests in training & certification

75%

Trains employees on security

63%

Clear job descriptions

50%

Invests in latest security tech



**Where's the disconnect?**





# Attractive Employers

1. You invest in the latest emerging security technologies
2. You view cybersecurity more broadly than just technology
3. You invest in training and certification for cybersecurity employees

# Attract the Right Employees

1. Develop cybersecurity strategy
2. Analyze business process for risk assessment
3. Educate users about cybersecurity best practices

# What Employees Want to Hear

1. Protect people and their data
2. Your opinions are taken seriously
3. Pays the best salary



# What did we learn?



1. Cybersecurity professionals' job mobility is very high.
2. Recruiters are actively seeking to maintain churn in the job market.
3. We know what jobseekers are looking for from an employer.
4. It's not about the money. They care about the program.
5. They are critical advisors, not scapegoats.



# Learn More & Get Involved



- Get the full report *Hiring and Retaining Top Cybersecurity Talent* at **[www.isc2.org/research](http://www.isc2.org/research)**
- Engage a local (ISC)<sup>2</sup> Chapter
- Join **[community.isc2.org](http://community.isc2.org)**
- Help make a difference at **[www.isc2.org/cybersecurity-advocates](http://www.isc2.org/cybersecurity-advocates)**