

# RSA®Conference2018

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## BUILDING THE CYBERSECURITY INNOVATION PIPELINE



#RSAC

**Grant Bourzikas** | CISO & VP of McAfee Labs



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**Chatelle Lynch** | SVP and CHRO



@Chatelle\_Lynch



COLLABORATION

INNOVATION

TRANSFORMATION



**Grant Bourzikas**

CISO & VP of McAfee Labs Operations  
McAfee

# AGENDA



2 Million Reasons to Talk Cybersecurity

Thinking Differently to Fuel Innovation

The Cybersecurity Pro of Today Vs Tomorrow

The Role You Play

Q&A



## **Chatelle Lynch**

Senior Vice President &  
Chief Human Resources Officer

**McAfee**



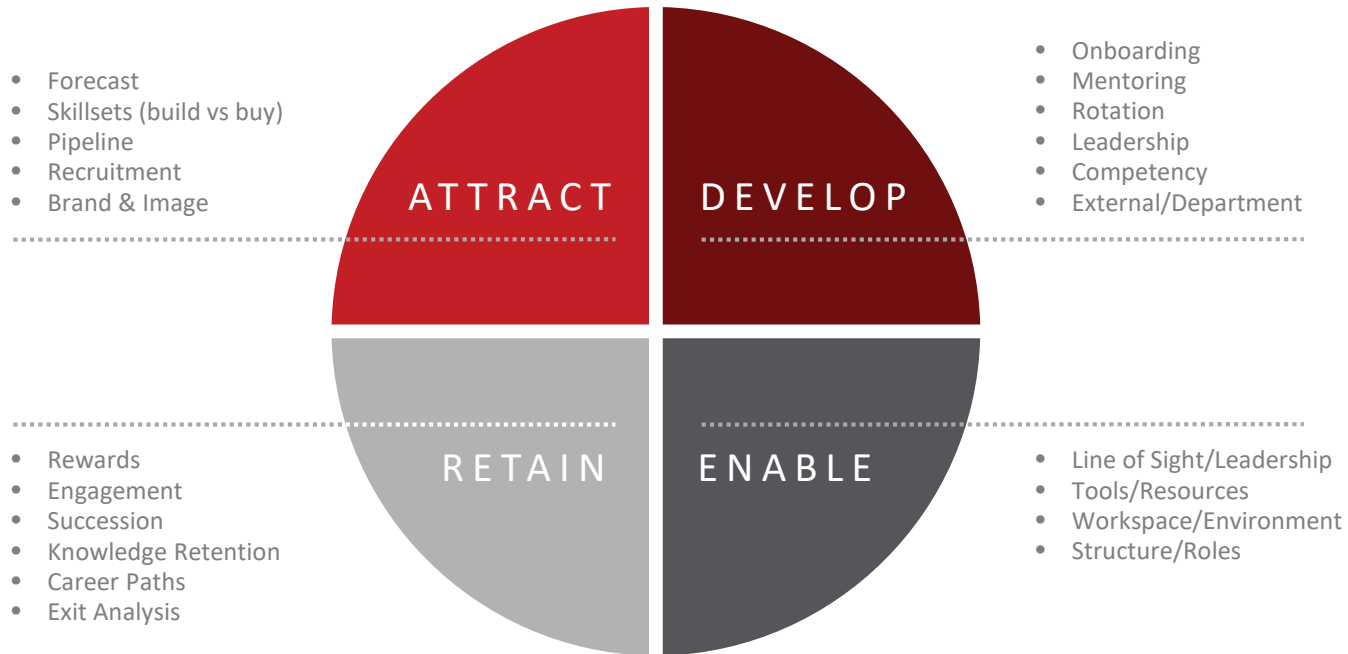
The background of the image is a repeating pattern of small, stylized human icons in various shades of gray, arranged in a grid-like fashion.

2,000,000

THINKING DIFFERENTLY TO FUEL  
THE TALENT PIPELINE



# TALENT MODEL



## Experienced



Steve

- ▶ 46 years old
- ▶ 20 years IT experience
- ▶ 10 Years Security Experience
- ▶ Average tenure in Security Position - 2 years
- ▶ Salary of \$200,000

## Young Professional



John

- ▶ 26 years old
- ▶ Bachelors in Computer Science
- ▶ 4 years IT experience with 2 years Security experience
- ▶ Salary of \$75,000

## College



Henry

- ▶ 20 years old
- ▶ Studied cybersecurity modules as part of larger IT degree
- ▶ Still impressionable as to final career choice

## Teen



Sam

- ▶ 15 years old
- ▶ Already has a clear idea on career path / what to study
- ▶ Good level of exposure to STEM at school

## Pre-Teen



Natalie

- ▶ 6 years old
- ▶ Looks to parents, teachers and other adults for role models
- ▶ More likely to have had limited exposure to STEM

TALENT POOL OF TODAY

TALENT POOL OF TOMORROW (currently)





Steve



- 46 years old
- 20 years IT experience
- 10 Years Security Experience
- Average tenure in Security Position - 2 years
- Salary of \$200,000

# New Recruits

## Return to Work



Ahmed

- 39 years old
- Father of three
- Five years out of work
- 10+ years experience in Application development experience
- Salary of \$110,000

Vulnerability Analyst

## Re-train



Elaine

- 45 years old
- Business degree
- 15+ years experience accounting degree experience
- Oversee finance operations
- Salary of \$125,000

Security Governance & Compliance Analyst



Jane

- 32 years old
- IT degree
- 10 years Network Administration experience
- Mentorship and hi-po program beneficiary
- Salary of \$100,000

Network Security Engineer



Li Jie

- 34 years old
- Computer Science Degree
- 10+ years Big Data business experience
- Analytical and problem solving skills
- Salary of \$150,000

Security Data Scientist

## Outside Cyber



Tim

- 42 years old
- No formal qualification
- Ex-Veteran
- 14 years operational intelligence experience
- Salary of \$100,000

SOC Intelligence Analyst

A portrait of a man with a beard and short hair, wearing a white shirt and a purple tie. The name 'John' is written in a large, white, sans-serif font over a grey circular background on the left side of the image.

John

- 26 years old
- Bachelors in Computer Science
- 4 years IT experience, 2 years security
- Salary of \$75,000

23%

Of cybersecurity professionals believe an IT degree prepares someone for a career in IT

New Recruits



David

- 30 years old
- Bachelors in mathematics
- Currently working in Business intelligence
- Held a number of technical internships in College
- Salary of \$65,000

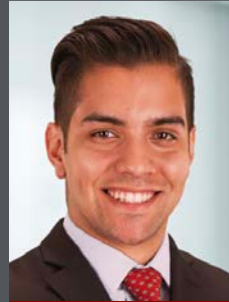
Data Scientist



Kelly

- 24 years old
- Bachelors in Computer Engineering
- 2 years working in Windows Support
- Held competitive technical internships in College
- Salary of \$75,000

Endpoint Security Engineer



Michael

- 27 years old
- Bachelors in Finance
- 5 years experience Financial Controls
- 3 years experience at a Fortune 500
- Salary of \$55,000

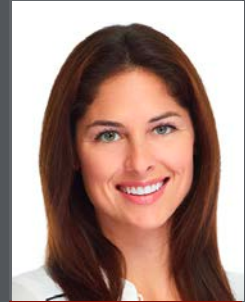
Govt Risk & Compliance Analyst



Trey

- 30 years old
- Bachelor General Studies
- Started his career as a CW supporting development work
- Salary of \$85,000

SOC Analyst



Lisa

- 29 years old
- No degree
- 9 Years working in Application Development
- Developed coding skills in her free time
- Salary of \$60,000

Application Security and Vulnerability Analyst

50%

Of cybersecurity job descriptions ask for a bachelors degree in IT



A portrait of a young man with short, wavy brown hair and a light beard, smiling. He is wearing a dark blue V-neck t-shirt. The portrait is set against a white background with a grey circular graphic element behind the name 'Henry'.

Henry

- 20 years old
- Studied cybersecurity modules as part of larger IT degree
- Still impressionable as to final career choice

53%

Reported that they obtained their current position directly from their internship or internship contacts.

New Recruits

Gamer



Sayed

- 21 years old
- Completing degree in Business
- Foundational IT knowledge
- Salary of \$25,000 at current internship

Security Fellow



George

- 21 years old
- Completing degree in Engineering
- Loves gaming
- Salary of \$25,000 at current internship

CISO



Ed

- 23 years old
- Completing degree in Computer Science
- Interested in AI
- Completed internships at software companies

Advanced Persistent Threat Hunter



Julie

- 19 years old
- Currently taking general education courses
- Has a passion for coding and web design
- Makes \$50/hr creating websites for family and friend

Exploit & Penetration Tester



Kate

- 22 years old
- Completed degree in communications
- Passionate about educating people
- Completed several internships in PR agencies

Security Awareness and Training Program Manager

Communications Degree



PASSION

DIVERSITY

OPPORTUNITY



**Chatelle Lynch**

Senior Vice President &  
Chief Human Resources Officer  
McAfee

**RSA**Conference2018

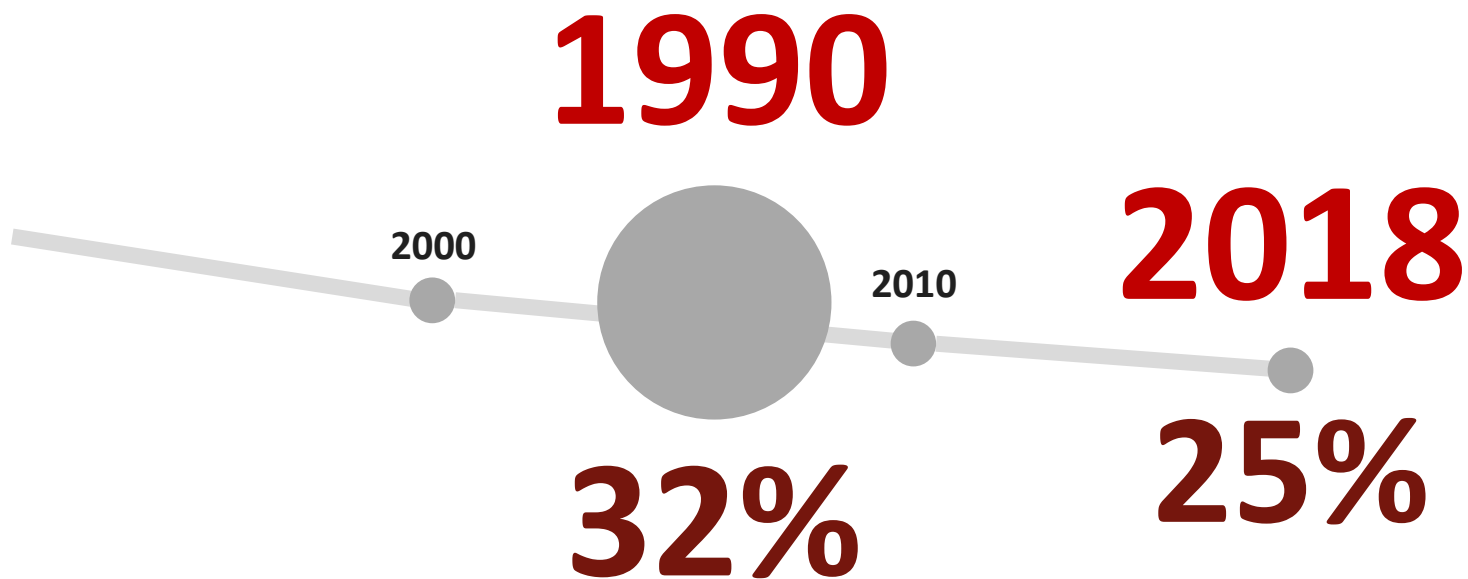


- A father and his son are in a car accident, taken to different hospitals
- Boy arrives at a children's hospital, father at the general hospital
- The doctor on call is shocked and says: "I can't treat this boy, he's my son"

**Q.** Who is the doctor ?

**A.** The boy's mother!





**Number of females  
in computer-related roles**



Sam

- 15 years old
- Already has a clear idea on career path
- Good level of exposure to STEM at school

11

Age in which children,  
young girls consider  
STEM careers

15

Age in which teenagers  
typically decide NOT to  
pursue STEM careers



**McAfee**  
Explorers



Teen



Sam

- ▶ 15 years old
- ▶ Already has a clear idea on career path / what to study
- ▶ Good level of exposure to STEM at school

## New Recruits



Ashley

- 13 years old
- Loves Multiple Player Gaming Online



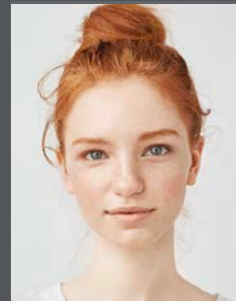
Carson

- 14 years old
- Competitive Little League Baseball Player



Jackson

- 16 years old
- Avid Video Blogger
- Currently planning college tours for senior year



Mia

- 17 years old
- Loves Competitive Cheerleading and Dance
- Currently planning for post high-school graduation



Anna

- 13 years old
- Loves robotics

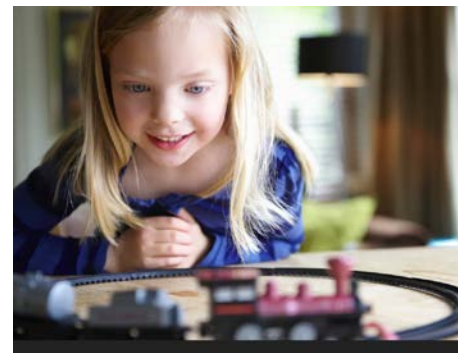


Natalie

- 6 years old
- Looks to parents, teachers and other adults for role models
- More likely to have had limited exposure to STEM

## 6 months

Spatial awareness and problem solving skills start in infancy





McAfee Cyber Safety Program  
Ages 5 - 17



**500,000** children reached through  
partnerships and volunteers

**100** volunteers  
globally

**450** high school  
ambassadors certified

**5,000** schools &  
orgs reached

**10,000** volunteer  
hours

Pre-Teen



Natalie

- ▶ 6 years old
- ▶ Looks to parents, teachers and other adults for role models
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## New Recruits



Kevin

- 5 years old
- Wants to be an Astronaut



Alicia

- 8 years old
- Wants to be a Neurosurgeon



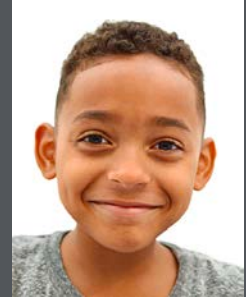
Alex

- 8 years old
- Wants to be a Doctor



Emma

- 10 years old
- Wants to be a Teacher



Brody

- 7 years old
- Wants to be Lawyer









## 5 Questions for Your Business

Drive diversity at entry level positions

Invest in your team

Look for potential in people for cybersecurity?

Create a passion for learning and inquisitiveness

Start with top talent - teach cyber



## The McAfee Pledge

We dedicate ourselves to keeping the world safe from cyber threats.

Threats that are no longer limited to the confines of our computers, but are prevalent in every aspect of our connected world.

We will not rest in our quest to protect the safety of our families, our communities, and our nations.



Q & A