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THE CYBERSECURITY JOB SEEKERS REPORT: RESULTS AND IMPLICATIONS

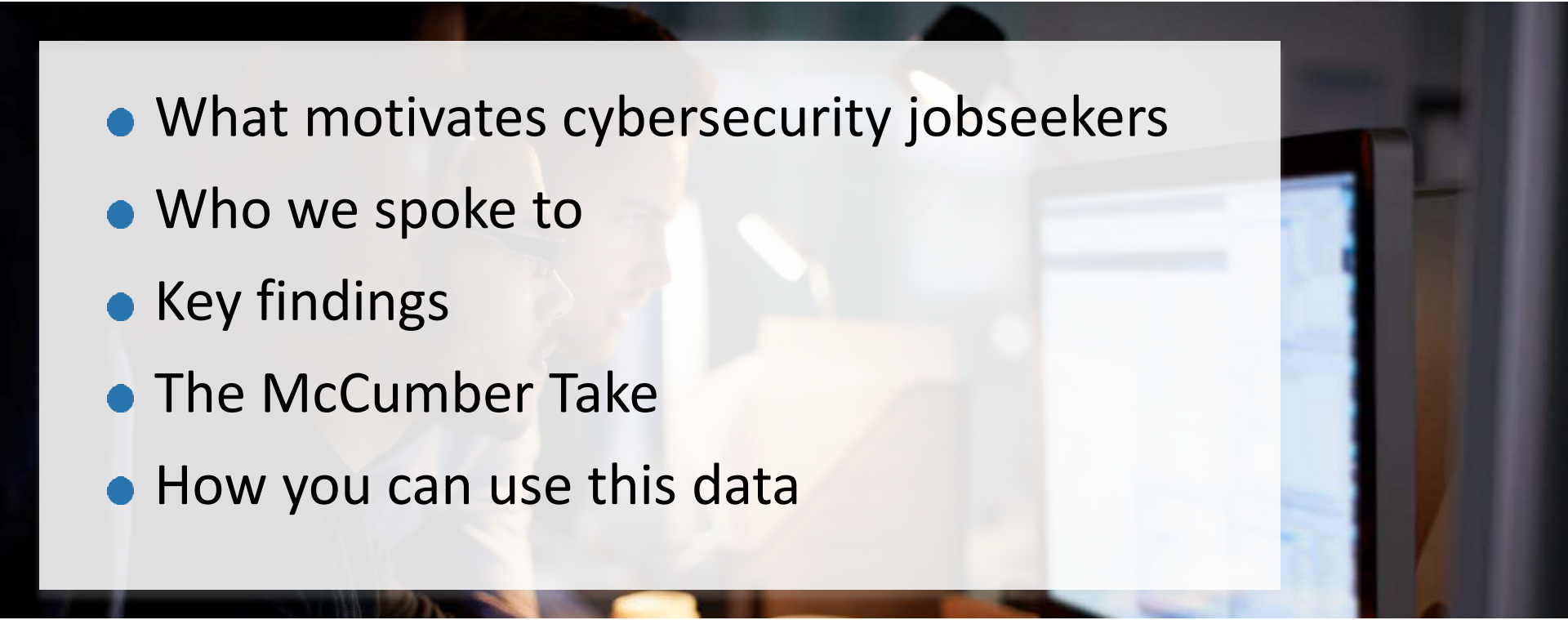
John McCumber

Director of Cybersecurity Advocacy, North America, (ISC)²

Who's This Guy?

- Cybersecurity Advocate?
- 25 Years Experience
- Fellow of (ISC)²
- 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…

We Spoke To:

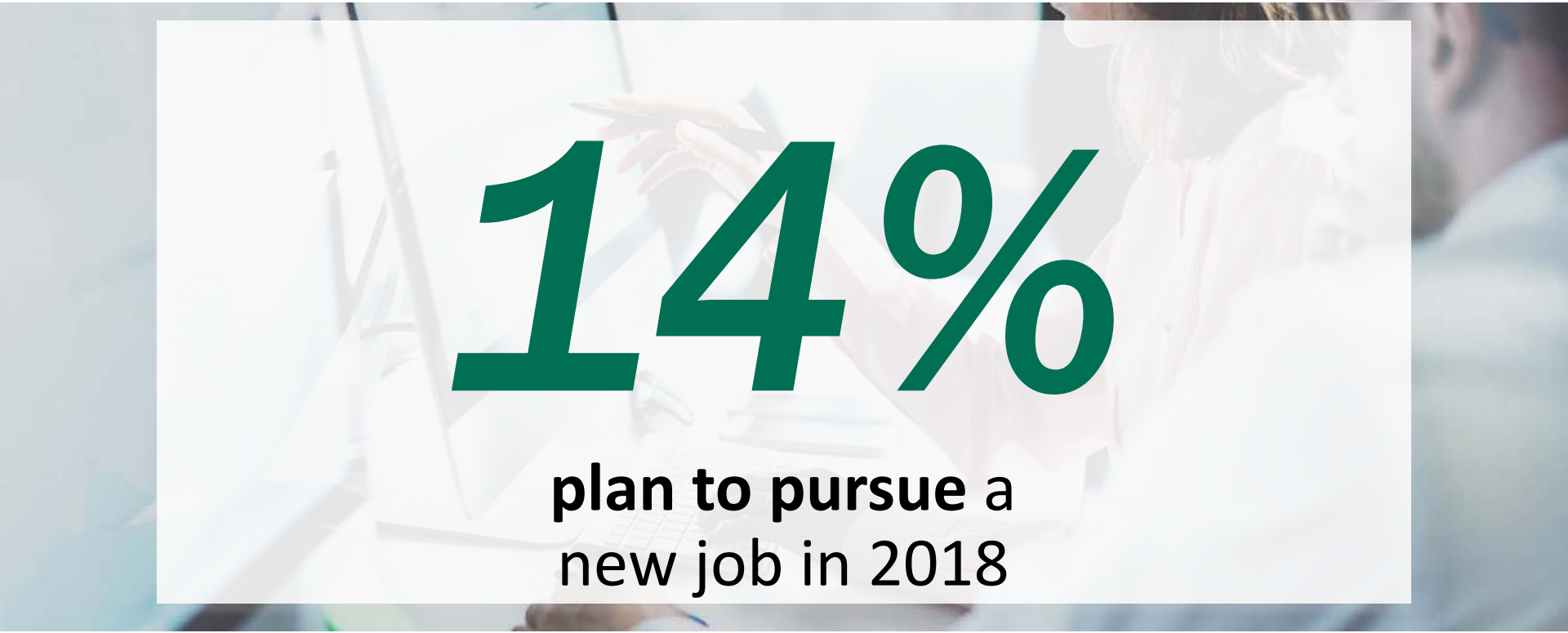
- 250 cybersecurity pros.
  - Cybersecurity is their “primary responsibility”
  - U.S. & Canada
  - December 2017
- Independent, blind survey
  - Not (ISC)² membership

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

21%

are contacted **daily**
by recruiters

What do cyber pros want?

Who's This Guy?

68%

where **my opinions** are taken seriously

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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%

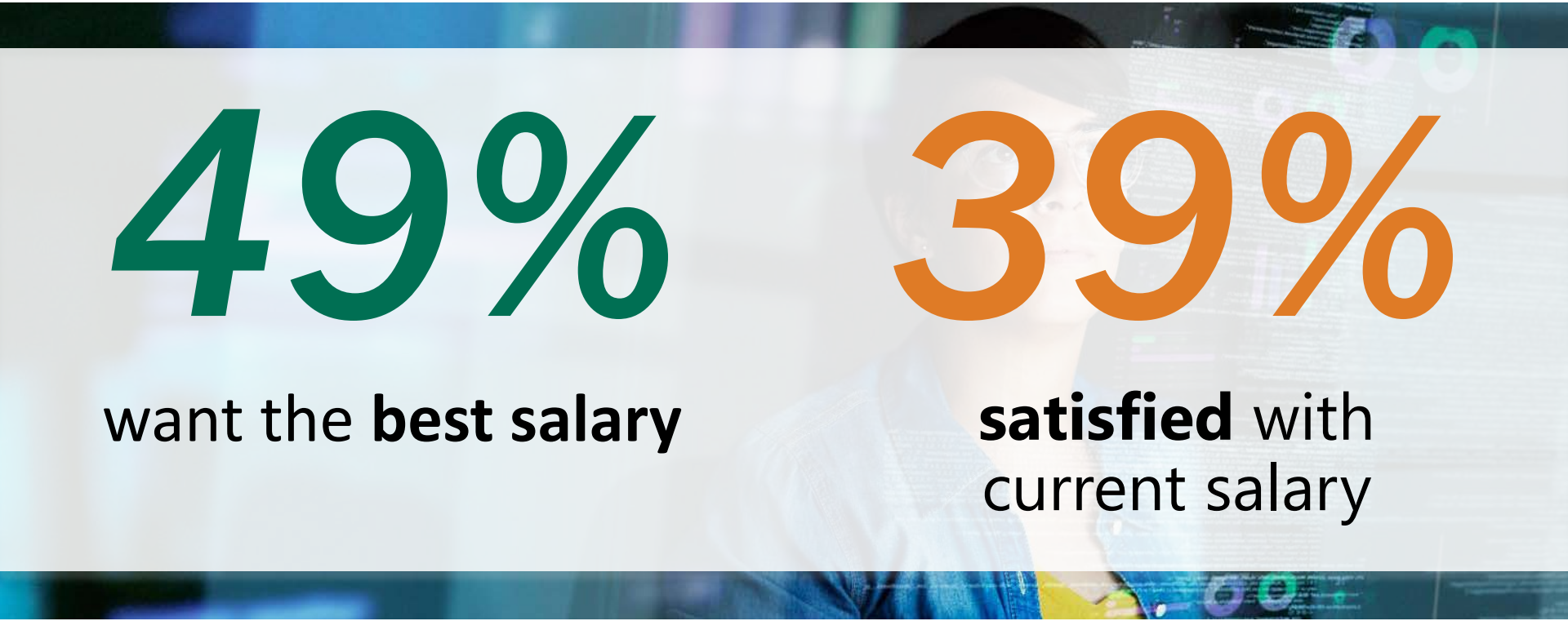
where I can **protect people** and their data

59%

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

49%

want the **best salary**

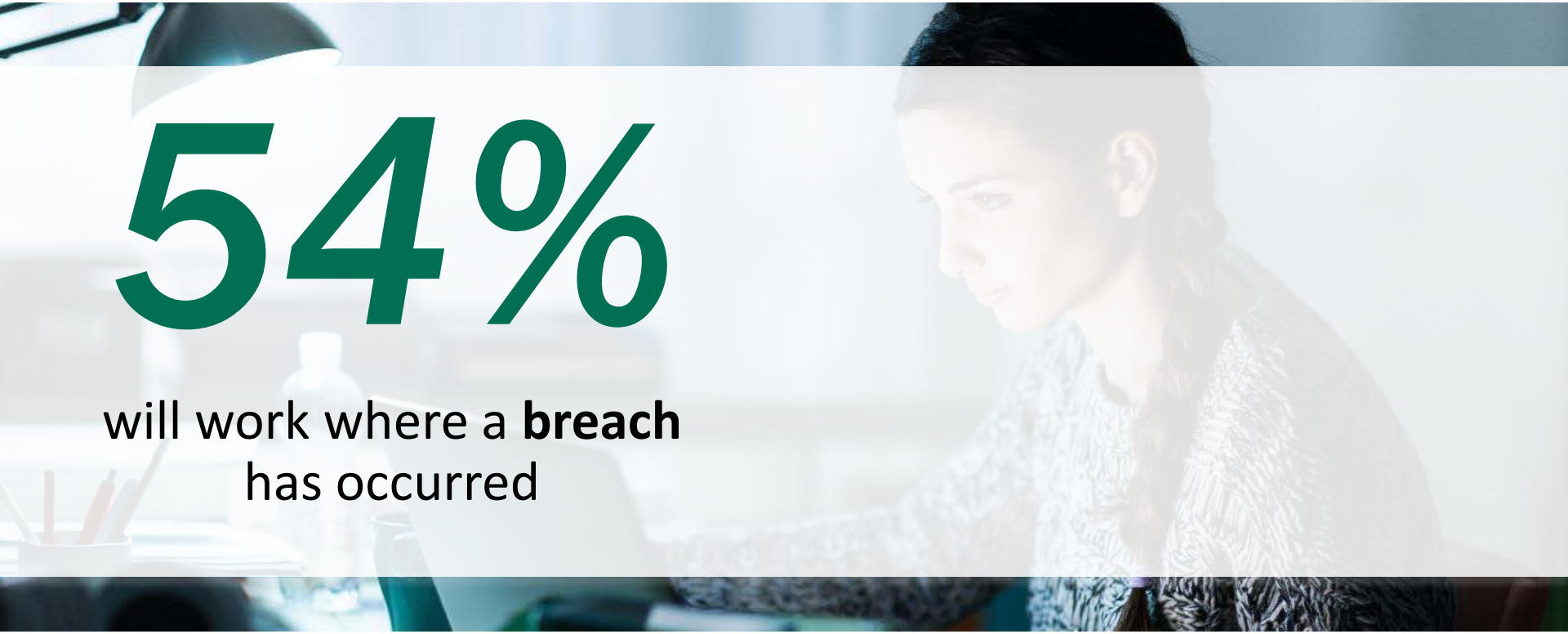


49%

want the **best salary**

39%

satisfied with current salary



54%

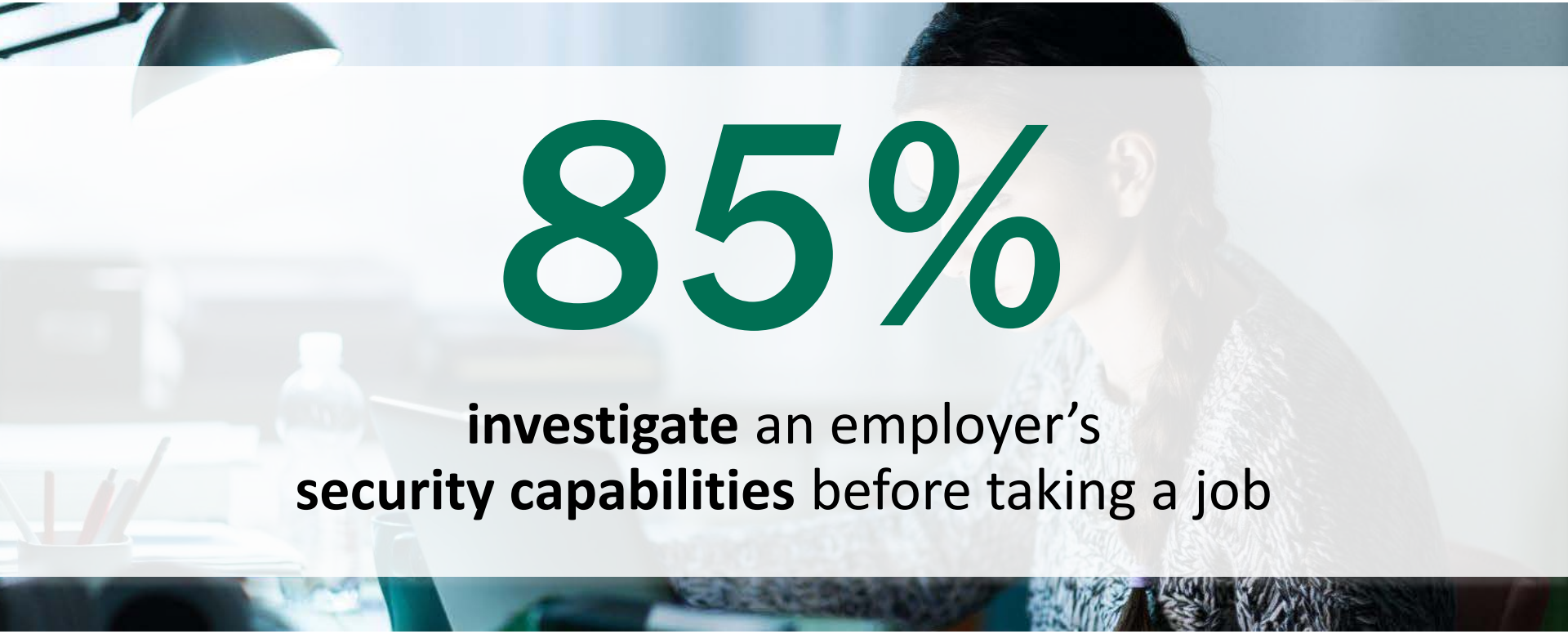
will work where a **breach** has occurred

54%

will work where a **breach** has occurred

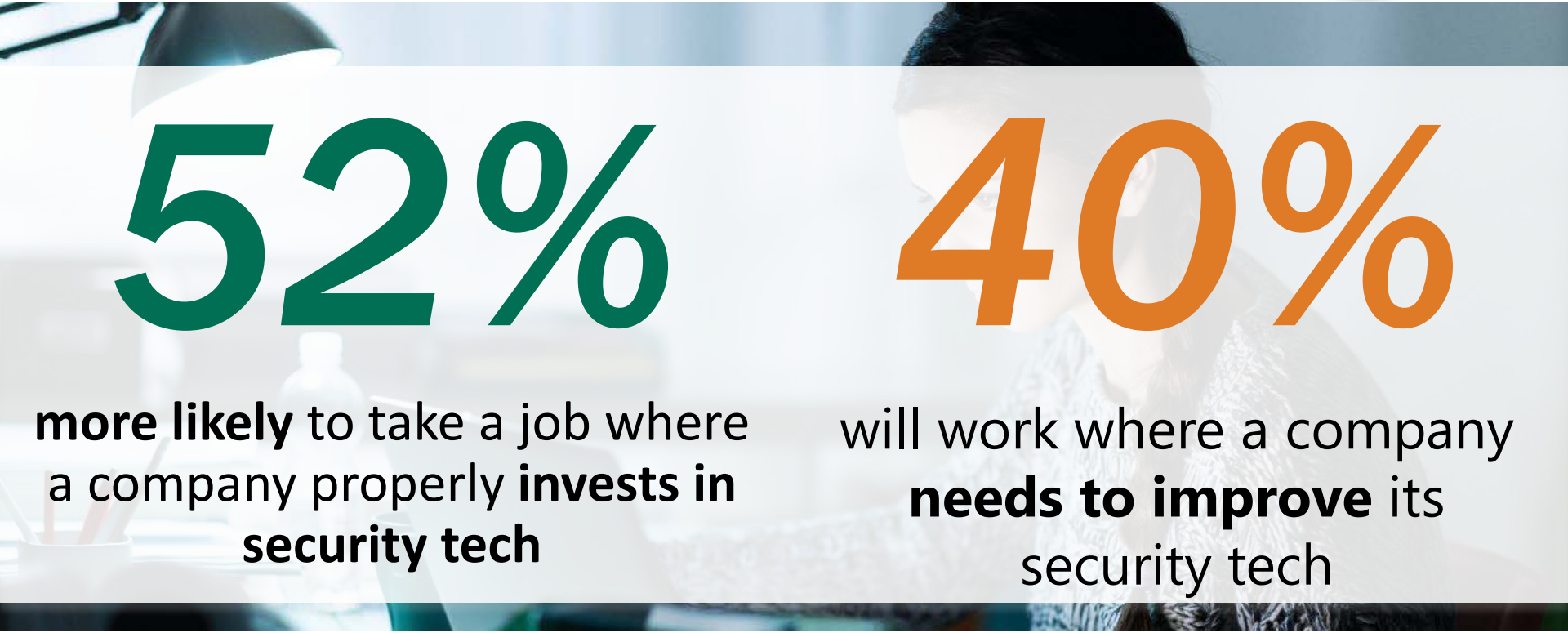
64%

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

58% Network Monitoring

53% Security Analysis

53% Security Administration

47% Intrusion Detection

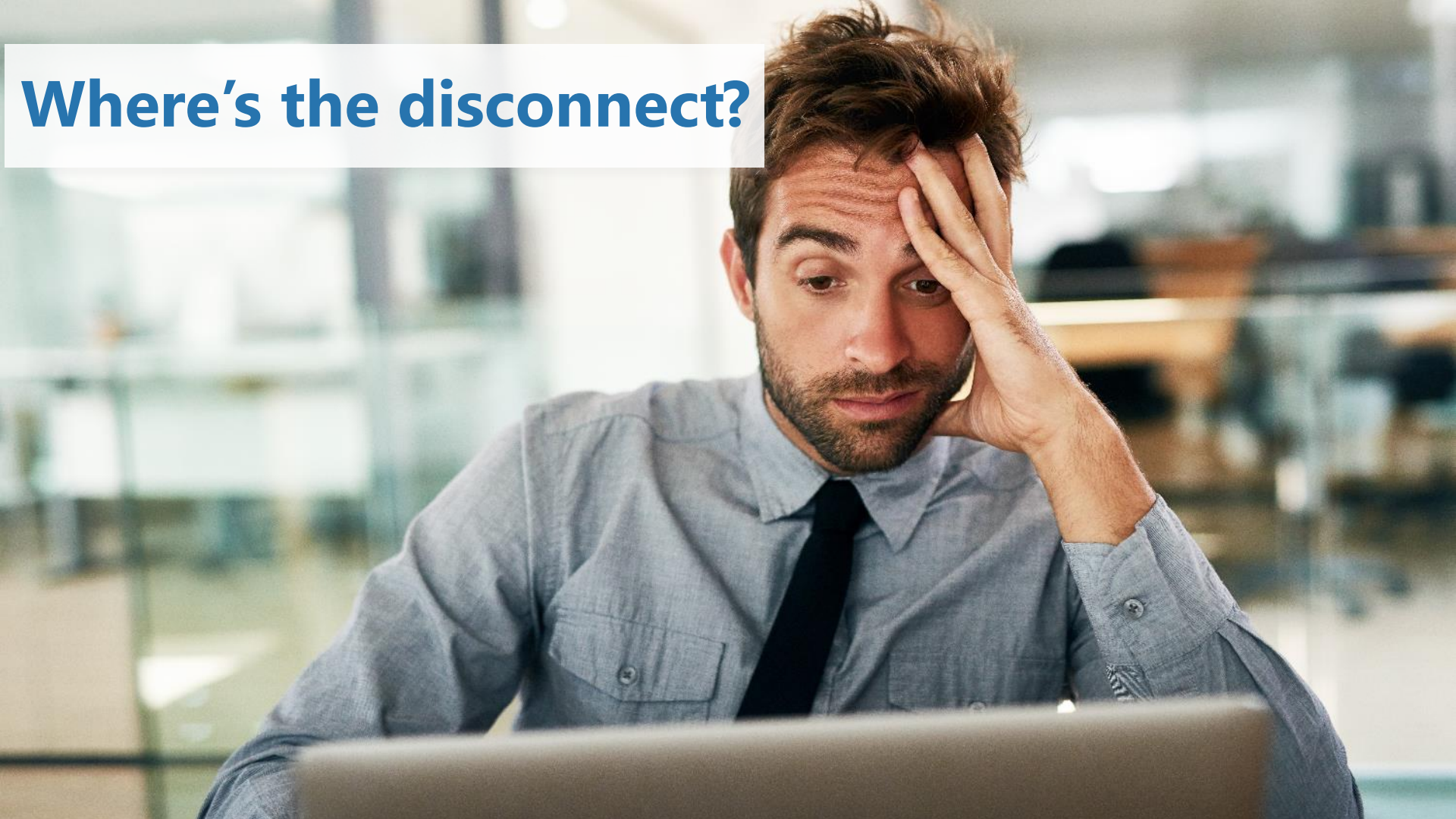
88% Invests in training & certification

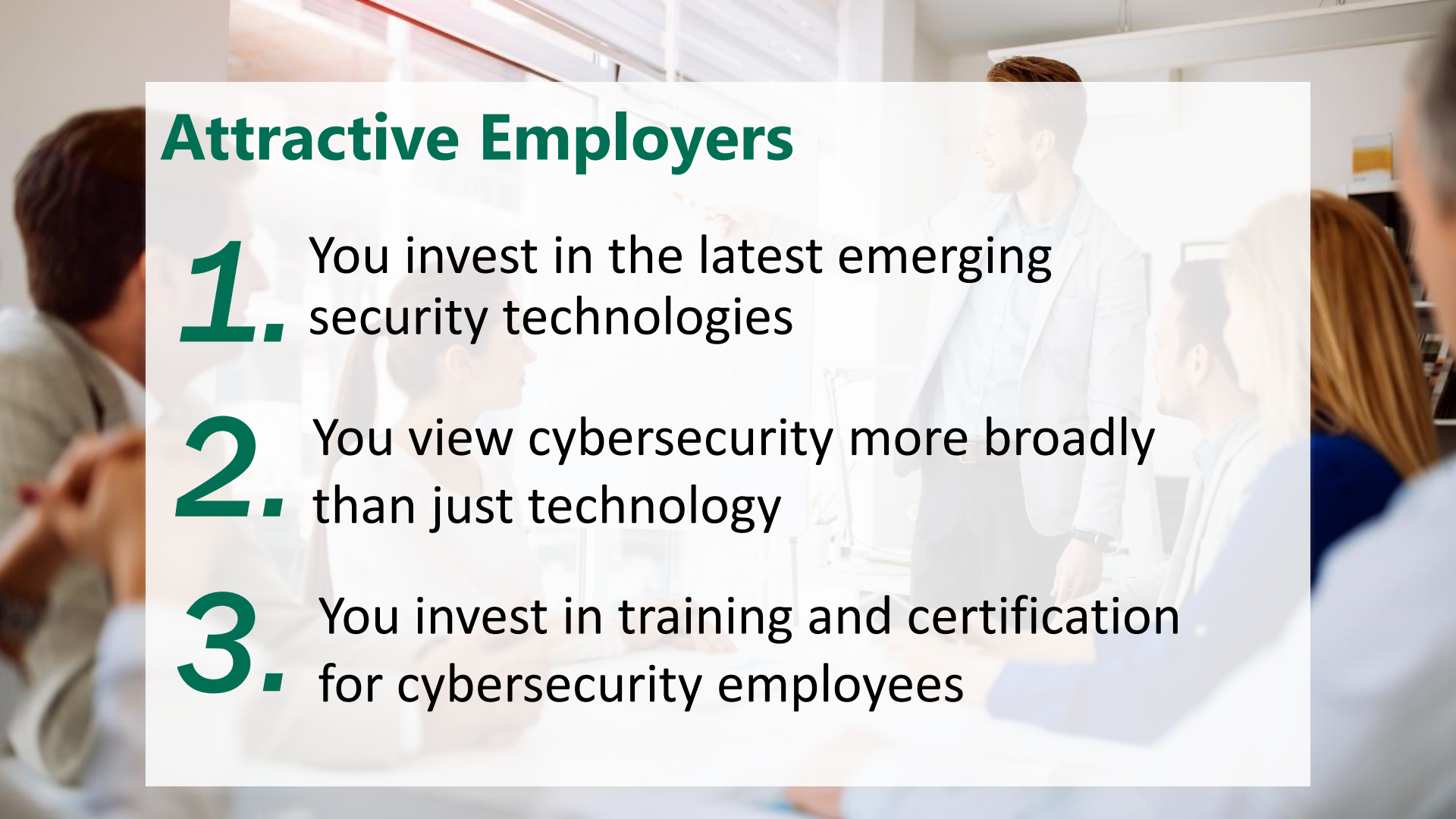
75% Trains employees on security

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

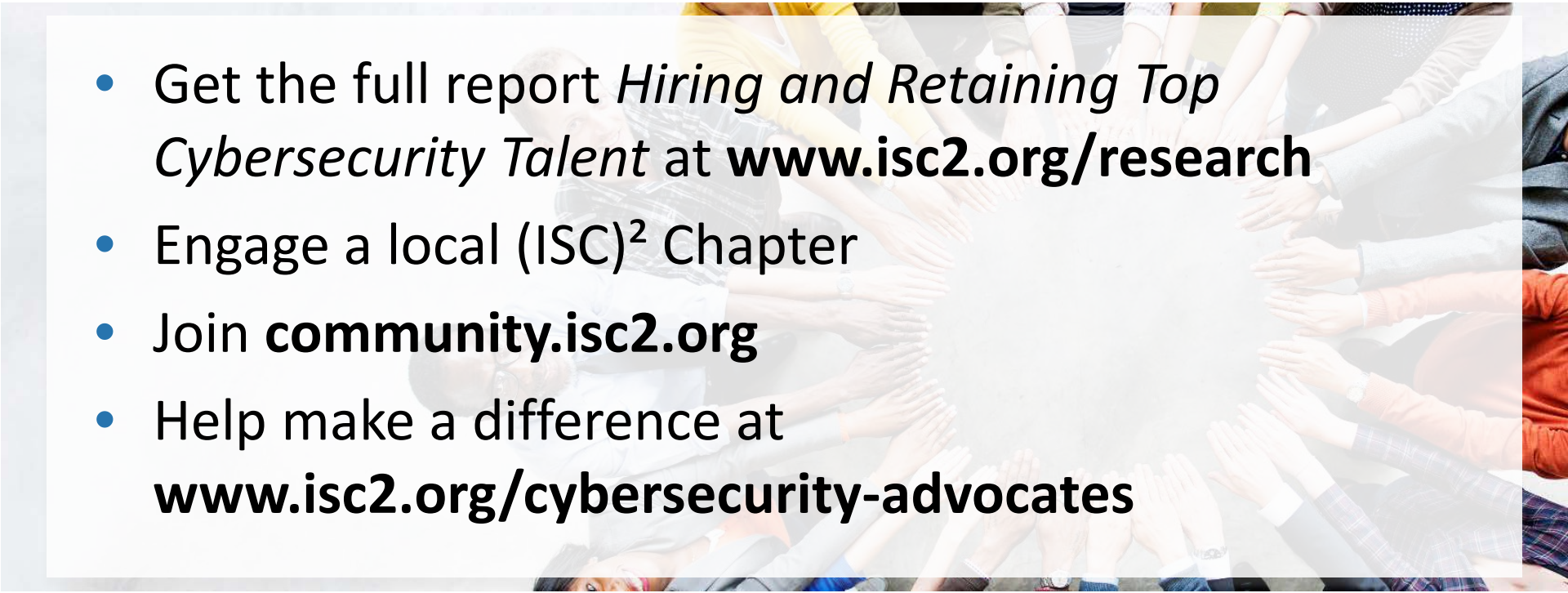
What Employees Want to Hear

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**
- Engage a local (ISC)² Chapter
- Join **community.isc2.org**
- Help make a difference at **www.isc2.org/cybersecurity-advocates**