

*will*

# Your next job ~~could~~ be in cyber!

Navigating the job application lifecycle

**Fatima's  
next job  
could be  
in cyber.**

(she just doesn't  
know it yet)

**Rethink. Reskill. Reboot**



HM Government



**Fatima  
could keep  
the job  
she loves.**

(If the government  
decided to give a fuck)

**Save. The. Arts**



**Rishi's  
next job  
could be  
in cyber.**

(he just doesn't  
know it yet)



# Government scraps ballet dancer reskilling ad criticised as 'crass'

Culture secretary distanced himself from widely mocked poster amid job losses in arts

# **Who am I?**

**I'm Declan...**

- Ethical Hacking Graduate 2020
- (soon to be) Incident Response Lead @ The Scottish Government
- Senior Information & Cyber Security Officer @ Social Security Scotland
- Head of Professional Services & Ethical Hacking @ The Cyber and Fraud Centre
- Bergies

# **Tonight**

## **The Job Application Lifecycle**

- Looking for jobs
- LinkedIn
- Applying for jobs
- CVs
- Interviewing for jobs

**On a serious note**

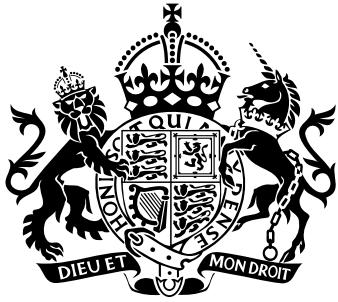
# Using AI / LLMs

# Questions after each section

*And as we go!*

# Looking for Jobs

**“The skills shortage”**

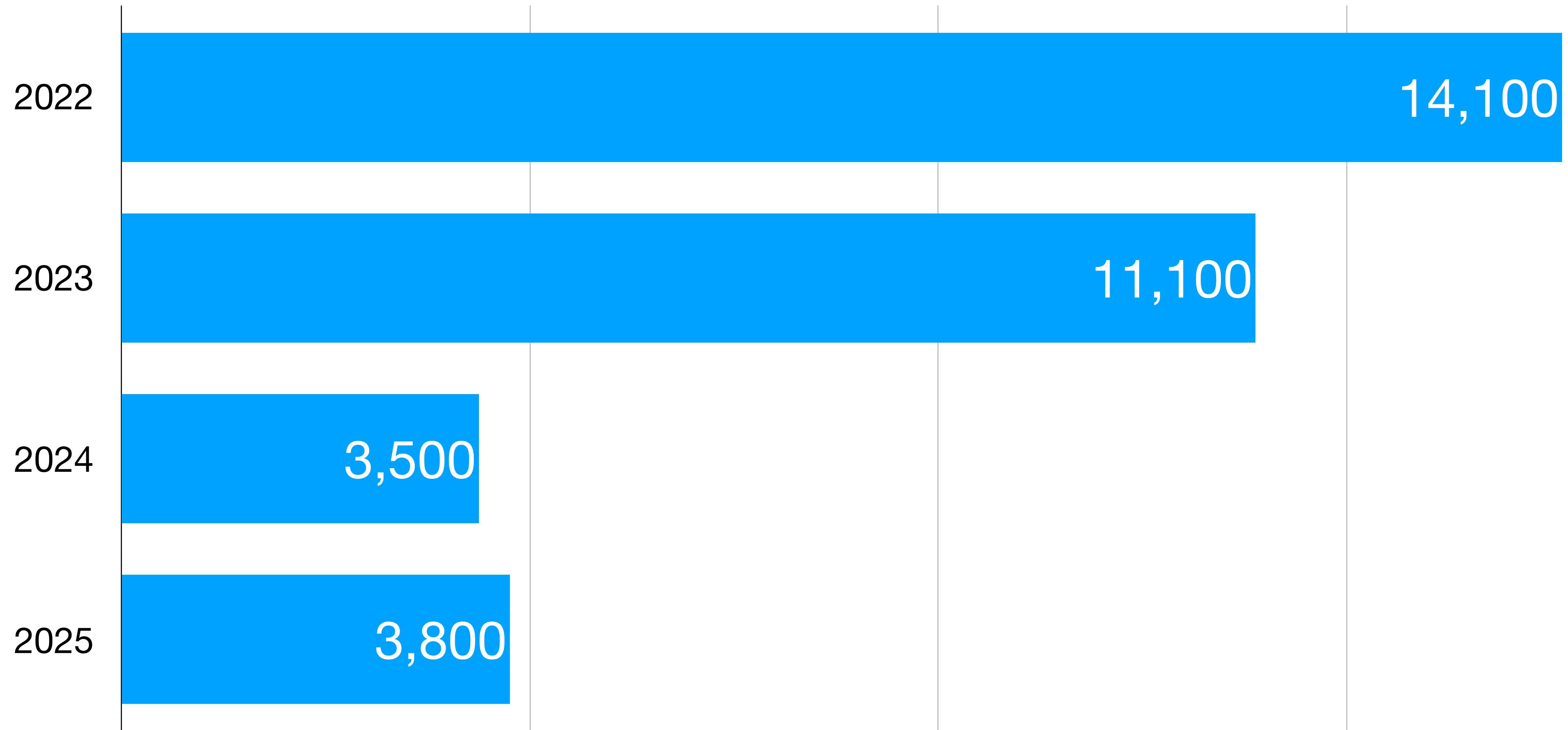


# Department for Science, Innovation & Technology

Research and analysis

## Cyber security skills in the UK labour market 2025

Published 19 September 2025



"The Skills Gap"

- The **annual workforce gap was lower** for the second year running, reflecting both supply and demand trends.
- The policy challenge is shifting from simply increasing the supply of skills **to better matching supply with demand, particularly in advanced areas like AI and cryptography**
- Demand for AI-related skills **is likely to increase**
- Barriers to diversity remain
- Cyber security skills gap persists
- **There are challenges for new entrants**

**When do you start looking?**



cyber security jobs scotland

X |   

AI Mode All Jobs Images News Short videos Videos More ▾ Tools ▾

Date posted ▾

Job type ▾

Remote

Entry level

No experience

Apprenticeships

Salary

Freelance

Results for Scotland · Choose area ::

## Jobs



Job postings

Saved jobs

Following

**Senior Cyber Security Analyst (1290)**

Social Security Scotland

Dundee • via Talents By StudySmarter

 £42K-£84K a year  Full-time**Cyber Security Engineer**

Be-IT Resourcing

Dundee (+1 other) • via IT Jobs Watch

 8 days ago  Full-time**CyberArk Privileged Access Management Specialist**

Sky

Crossgates • via The Times Appointments

 4 days ago  Full-time

100+ more jobs &gt;

**There's more to it than that**

# How do I search?

## ***“Your Career in Cyber Security”***

<https://oha.re/Career.pdf>

### **Jamie's Job Discovery Methodology™**

1. Government, Military, Intergovernmental Organisations, NGOs etc.
2. The Big 4, FAANG, and other similar organisations.
3. Apps on your phone/computer.
4. The "High Street".
5. CREST-accredited companies.
6. Any sponsors of local conferences.
7. Contacts.



# **Other considerations**

**£30k ± 10%**

**Salary**

# It's not all about money

*seriously*

- Vocation
- Location
- Remote working
- Progression
- Brand
- Size
- Pension
- Benefits
  - Annual leave entitlement
  - Flexible working
  - Training and Personal Development
  - Job Security
  - Health & Wellbeing
  - Financial perks - bonus schemes, salary sacrifice, stock options, discounts

# **Red lines**

**Pulling this all together**



**Put in the time**

# Questions?

# LinkedIn

# Making a good profile

# Making a good profile

- Online CV
- Personal URL
- Professional Picture
- Appropriate feed (follow companies)

# **Recruiters & Referrals**

# Other Considerations

- Public website
- GitHub
- Portfolio
- Blog
- YouTube / Instagram / TikTok...
- Conference talks
- Certifications

Remember your online footprint

# Questions?

# Applying for jobs

# **Reviewing the job description**

**It's all about who you know!**

# Hiring manager

# Culture and values

**We empower the world**

Microsoft's mission is to empower every person and every organization on the planet to achieve more.

microsoft.com

Personal | About Our commitments AI & Innovation Culture Careers News & Stories Facts & Information All Microsoft

Search icon

Profile icon

The image shows a woman with blonde hair and a man with dark skin and short hair standing in an office. The woman is wearing a light pink turtleneck sweater and holding a black tablet. The man is wearing a teal polo shirt and has his hand on his wrist. They are both looking at the tablet screen. In the background, there are large windows showing a blurred view of the outside. The Microsoft logo is in the top left corner of the page.

● ● ● ⌂ Personal < | > ⌄ ⌅ socialsecurity.gov.scot ⌁ ⌂ ⌃ ⌄ ⌅ ⌁ ⌃

About News and Events Publications Guidance and Resources Working with us Contact **Information on Benefits**

Enter search 



Delivering social security with dignity, fairness and respect >



# **Research the organisation**

The screenshot shows a web browser window with the URL [considerit.com](http://considerit.com) in the address bar. The page content is as follows:

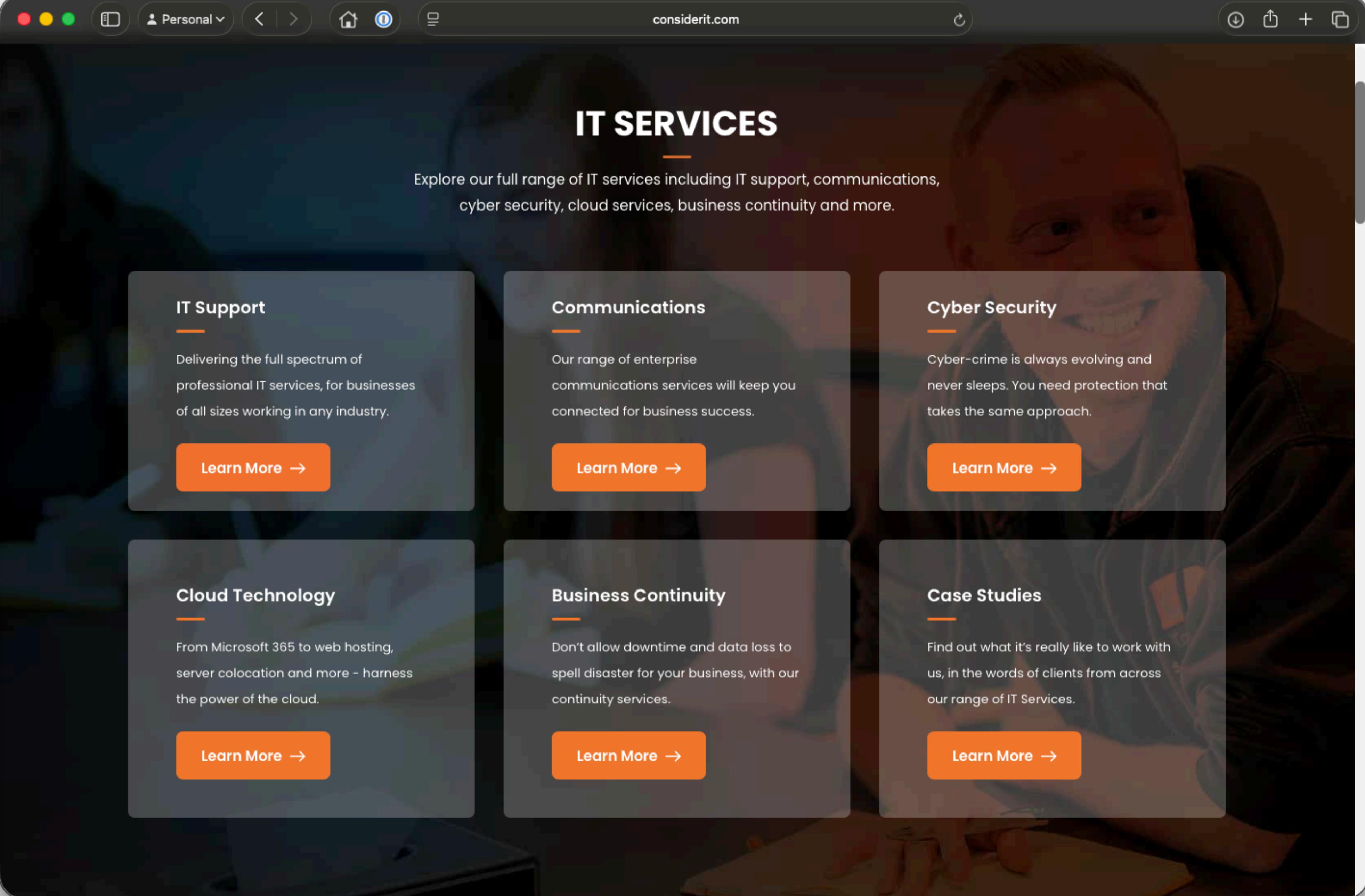
- Top Bar:** Includes icons for Personal, Home, Refresh, Download, Upload, Plus, and Print.
- Header:** Contact information: 0131 510 0110, Contact Us For A Free Quote, hello@considerit.com, Consider IT Limited, Waterview House, Edinburgh, EH6 6QU.
- Navigation:** Home, About Us, Our IT Approach, Our IT Services, Microsoft Services, Resources.
- Secondary Navigation:** Quick Quote, Contact Us.
- Search:** A magnifying glass icon.
- Main Content Area:** A large banner image showing two men in an office environment. Overlaid on this image is the company's logo, "CONSIDER IT", in large white letters, with "IT" being significantly larger. Below the logo is the tagline "We're the security behind great businesses" in orange text.

considerit.com

**WORKING WITH OUR CLIENTS**

Everything we do, every decision we make, we place our clients at the heart of the process. It's a culture that has allowed us to build lasting client relationships, many of which began in our very first year of business and continue to this day.

We support clients with IT solutions and services that stand up to the most competitive and heavily regulated of industries. This allows them to focus on running and growing their business, whilst knowing they are supported by robust IT and a trustworthy partner who will back them all the way.



# IT SERVICES

Explore our full range of IT services including IT support, communications, cyber security, cloud services, business continuity and more.

**IT Support**

Delivering the full spectrum of professional IT services, for businesses of all sizes working in any industry.

[Learn More →](#)

**Communications**

Our range of enterprise communications services will keep you connected for business success.

[Learn More →](#)

**Cyber Security**

Cyber-crime is always evolving and never sleeps. You need protection that takes the same approach.

[Learn More →](#)

**Cloud Technology**

From Microsoft 365 to web hosting, server colocation and more - harness the power of the cloud.

[Learn More →](#)

**Business Continuity**

Don't allow downtime and data loss to spell disaster for your business, with our continuity services.

[Learn More →](#)

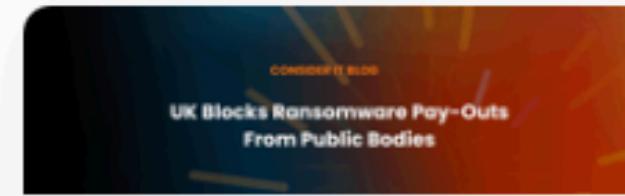
**Case Studies**

Find out what it's really like to work with us, in the words of clients from across our range of IT Services.

[Learn More →](#)

# BLOG & NEWS

Keeping your eyes on the horizon and your ear to the ground can be tricky to do all at once, so we're doing it for you. Check out the latest tech news and our own blogs below to keep up to speed with everything you need to know regarding your business IT, communications, and cyber security.



**UK Moves to Block  
Ransomware Pay-Outs  
from Public Bodies**

In a move to fight back  
against cyber crime,  
the U...

[Read More →](#)

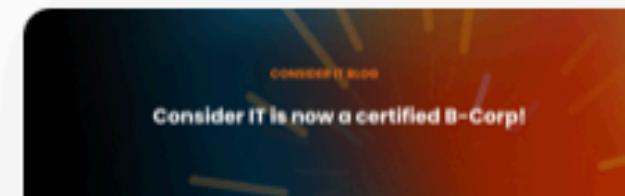
**Cyber Risks for  
Charities: How to  
Safeguard Your  
Organisation**

According to the UK  
government cyber  
breaches surv...

[Read More →](#)

**Upcoming Cyber  
Essentials Changes in  
April 2025**

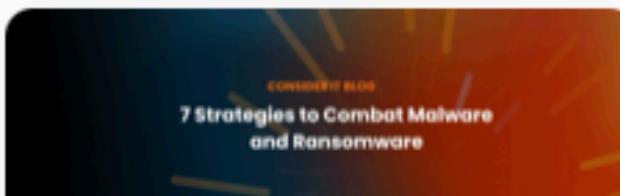
As a Cyber Essentials  
certifying body, we  
continuo...

[Read More →](#)

**Celebrating a New  
Milestone: Consider IT  
Becomes a Certified B-  
Corp**



**Volkswagen Group has  
over 19,000 sensitive  
documents stolen in  
Cyber Attack**



**Staying Ahead of the  
Game: 7 Strategies to  
Combat Malware and  
Ransomware**

## Recent Posts

**UK Moves to Block  
Ransomware Pay-Outs  
from Public Bodies**

Jul 29 2025

**Cyber Risks for Charities:  
How to Safeguard Your  
Organisation**

Oct 24 2024

**Upcoming Cyber  
Essentials Changes in  
April 2025**

Sep 27 2024

**Celebrating a New  
Milestone: Consider IT  
Becomes a Certified B-  
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Jun 04 2024

**Volkswagen Group has  
over 19,000 sensitive  
documents stolen in  
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Apr 24 2024

**Staying Ahead of the  
Game: 7 Strategies to  
Combat Malware and  
Ransomware**

# Cover Letter

- Not just your CV (more on that soon)
- A chance to show you've done your homework
- Sell your skills and experience
- Show enthusiasm

# Questions?

**CVs**

# Structure

- Name and contact details (LinkedIn)
- Brief bio
- Key skills
- Work experience
- Education
- Volunteering / hobbies / anything else relevant

# CVs

- 2 pages - 3 at a push
- No pictures
- Don't bother with fancy colours and design
- NO XP BARS

## Software

Java	●●●●●
Python	●●●●●
HTML5	●●●●●
CSS3	●●●●●

Win10	●●●●●
Linux	●●●●●

## Languages

German	●●●●●
English	●●●●●
Latin	●●●●●

# CVs

- 2 pages - 3 at a push
- No pictures
- Don't bother with fancy colours and design
- NO XP BARS
- Accurate
- Spelling and links
- Appropriate language
- Use the right language
- Stats & figures
- Achievements
- Save as acceptable name in pdf - eg DeclanDoyleOct25.pdf
- Tailor it!

# Questions?

# Interviewing for jobs

# Overview of interviews

- Technical interviews - ctf, technical questions, knowledge check
- <https://wiki.hacksoc.co.uk/help-guides/jobs/common-interview-questions>
- Aptitude test - problem solving skills, maths, logic
- Group interviews - group task, team working, do you stand out
- Presentation / Pitch - demonstrate research, knowledge, passion
- Competency / Behaviour - tell me about a time... The vibe check

# The basics

## Preparation

- Research the organisation
- Read the news in the lead up
- Have some relevant cyber security stories / facts ready
- Evidence bank - more later
- Know the job area
  - Pentester - how do you discover new exploits / attack vectors
  - Threat intelligence - how do you keep up to date with new threats
  - Consultancy - how do you follow industry trends and best practices

# The basics

## Plan ahead

- Triple check if it is in-person / online
- Plan outfits
- Know where you are going
- Does your camera and microphone work
- Know how to get there
- Arrive in plenty of time
- Ask to use the toilet, take the lift, ask for water, etc

# The basics

## Doing an interview

- You will be nervous
- Regulate breathing
- Take a second to think about your answer
- Silence is awkward - who cares?
- Drink water
- Scribble a note
- Ask to repeat the question
- Try not to waffle - if you do don't worry
- Not super serious
- Ask questions yourself (more later)

# Answering questions

# Evidence Bank

- You have all had experiences in life
- School, uni, hobbies, projects, volunteering, jobs, internships, conferences
- Reflect on them - journal!
- What did you do?
- How did you do it?
- What happened?
- What did you learn?

**Tell me a time you had to analyse  
information to aid in solving a problem**

*First you diagnose the question, then you structure your story*

**No idea tbh**

**PEAL the question then give a  
STARR answer**

# **PEAL the question**

## **Purpose, Evidence, Adjust, Link**

- **Purpose** - what is the question really asking me? What do they want to see in my answer
- **Evidence** - draw upon your evidence bank and select the most appropriate
- **Adjust** - adjust the evidence you have selected to fit the scenario
- **Link** - link back to the question, the organisation, and their values

# **Give a STARR answer**

## **Situation, Task, Action, Result, Reflection**

- **Situation** - Setting the scene, giving the introduction
- **Task** - What was the objective?
- **Action** - Specifically what did you do?
- **Result** - What was the outcome?
- **Reflection** - What did you learn? What would you do differently?

**Tell me a time you had to analyse information to aid in solving a problem**

**PEAL the question**

**Tell me a time you had to analyse information to aid in solving a problem**

**Give a STARR answer**

**“Do you have any questions for us?”**

# **Asking questions to the panel**

**You are interviewing them too**

- The answer is always yes
- Find out more about what the job will be like
- Also continue to make a good impression
- What are the learning and development opportunities here?
- What would success look like in the first three months?
- Where do you see the organisation going?
- Take a genuine interest in the organisation and you will be memorable

# Questions?

# **Right...**

## **We've covered a lot - hopefully you're still with me**

- Looking for jobs
- LinkedIn
- Applying for jobs
- CVs
- Interviewing for jobs

**There's a lot more to cover...**

# My pitch to you

- 4-5 workshops
- Between now and end of academic year
- Deep dive on each area
- Advice and support from myself (and hopefully others)
- Run through hacksoc discord - venue tbc
- Are folks interested?

# Final thoughts

# **Final thoughts**

**I promise I'm almost done**

- Start now
- It's uncomfortable
- Work together - body double
- You have the skills and the ability
- You know more than you think
- Put yourself out there
- Sing karaoke

# Recommended Reading

- <https://oha.re/Career.pdf>
- <https://www.gov.uk/government/publications/cyber-security-skills-in-the-uk-labour-market-2025/cyber-security-skills-in-the-uk-labour-market-2025>
- <https://wiki.hacksoc.co.uk/help-guides/jobs/common-interview-questions>