Career Development

Why the Human Element Matters

WhoAmI?

Kirsten Renner aka Krenner

After a brief time in IT, both desktop and then software dev, I transitioned into recruiting, first in telecom and then over a decade in govcon, primarily full-spectrum cyber, big-data-analytics, ML, AI & Security Research.

Now leading talent engagement for SilverEdge Gov and am best known in the community for helping stand-up and run the Car Hacking Village 10 yrs ago, Now with ICSV - and volunteering at many cons throughout the year - Ran BSidesCharm HV this year and BSLV HireGround yesterday - to help candidates.

Topics

Fundamentals

Target > Search

Stand Out / Resume

Network / Volunteer

Leap > Land

Few Bonus Tips

Questions ???

From the mouths of babes!

Human Connection!

An ATS is not a dating app

"Keep a human in the loop"

Bryson Bort (He/Him) • 1st

CEO and Founder at SCYTHE

1w • 🌐

• • • ✕

There is no AI-based tool that can "just do anything". #humanintheloop

Jacob Williams (He/Him) • 2nd

Enterprise Risk Management Expert

1w • 🌐

👤+ **Connect**

PSA: there is no AI-based tool that can "just stop ransomware" (or any other cyber intrusion for that matter). If such technology existed, wouldn't threat actors be using it? And why wouldn't they use it to bypass your block ...see more

Tools and Books….

Just like tool dev, there isn't one tech solution (for ees or ers)

Blueprint/concept > Human

Ask Yourself

- What is the target role (requirements breakdown)?

- **Where and how am I searching? RE what Recruiters do**

  - **Who does it report to? Any common points to connect on???**

- Does my resume speak to the role I am seeking, and is my objective clear?

- How do I make the **necessary connections** after applying?

- Who else works there – **do I know anyone?**

- Are there opportunities where I can contribute with relevant content, participate as a volunteer or teach and/or learn something new?

- Is anyone talking about this company on social? What are they saying?

Target > Search

Requirements first

Needs vs wants > rank them <

Matrix to Scorecard

Where are you looking besides the job boards?

What are **people in the community** saying on social?

*Note:

Demand picture is inflated

Stand Out / Resume & Interview
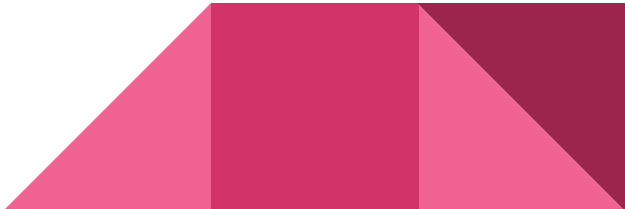
Resumes and Contributions/Accomplishments

I am now, and I want to become…

^^ Don't assume it's obvious ^^

Customize per position

Use social and/or LinkedIn to highlight what you're working on and have accomplished!

You are far better off starting with a recruiter than putting in multiple applications, especially in a large company!!! #avoidtheblackhole
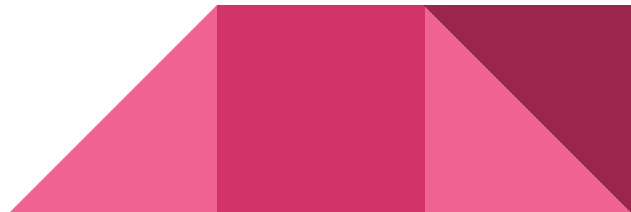
Answer Questions with a story!

Prepare to answer the common questions you'll receive with actual examples.

- Failed and learned
- Conflict with supervisor
- Solving difficult problem

Bonus:

Come with your own questions that make the interviewer tell stories too!

Network / Volunteer

Build and Strengthen Network via:
Contribute, Submit, Volunteer (pick a village)

Compete in CTFs

Respond to CFPs * Learn from rejection *

Publish an article, Share blog posts

Participate in what your community is talking about (join the convo)

Find one or two great recruiters (there's a lot of so-so advice out there)

Meetups

Leap & Land

With Confidence!

Take a chance and learn

It's like jumping in a pool…

- My first recruiting job
- My first executive job (met CEO at a pool at Blackhat)
- Current Job – Technically - Met an exec at a Brewery…

The best employers will be [reasonably] flexible with requirements! < esp degrees!

*sometimes certs (contingency)

BONUS Tips

- ➢ No need to bad mouth current or former employer ✅
- ➢ There's no right or wrong time to make a change ✅
- ➢ Everything is negotiable ✅
  - ○ There's more to negotiating an base salary and benefits ✅
- ➢ Do your research on social too
- ➢ Remember the human connect ✅
- ➢ Be yourself ✅
  "You can hit and think at the same time"
  Joe DiMaggio

Double Bonus - Bad Advice to avoid:

- Fudge the resume
- Apply to everything
- Follow a script
- Interviews are a performance
- Dress a special way
- You have to get on camera

Questions???

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