

# The Cyber Security Industry in Aotearoa New Zealand and how to Craft your Career in it

Andre Camillo

CISSP, Solutions Architect

# About me

**\$Professionally** Exposure to Enterprise sector in NZ  
**\$Certs** CISSP/Microsoft Security Architect/Cisco Security  
**\$Hobbies** Writing/Educating on Tech/Volunteering  
**\$Connect** <https://Linktr.ee/andrecamillo>



Andre Camillo, CISSP

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# Why?



# Agenda

- Challenges
- Overview of the Industry
- Creating a Strategy (Skills x Roles)
- My advices throughout



# The Challenge

- Skills gap

**52%**

of public organizations state that a lack of resources and skills is their biggest challenge when designing for cyber resilience.

**71%**

of organizations have unfilled cybersecurity positions.

**95%**

of cyber leaders find that greater effort should be dedicated to recruitment of talent into the cybersecurity workforce.

Sources: Global Cybersecurity Outlook 2024, World Economic Forum; State of Cybersecurity 2023, ISACA; A Closer Look at the Cyber Talent Gap, Trellix



# The Challenge

- Skills gap
- Saturated Job Market

**Xero's 800 layoffs, with more to come - the country in the firing line**



By [Chris Keall](#)  
Technology Editor/Senior Business Writer - NZ Herald - 10 Mar, 2023 08:42 PM · 5 mins to read

**Amazon NZ staff brace for layoff news today, expected to focus on AWS**



By [Chris Keall](#)  
Technology Editor/Senior Business Writer - NZ Herald - 28 Apr, 2023 05:15 PM · 4 mins to read

**Tomra layoffs in the New Year confirmed: 200 NZ workers to lose their jobs**

MEDIA February 26, 2024

**Five key questions about the massive layoffs at Three and Newshub, answered**



[Duncan Greive](#)  
Founder

This ultimately impacts 300 staff, or 75% of the roles within the business. This weight has sat heavily with WBD's local leader Glen Kyne, who was tearful during the announcement and in subsequent interviews. He told media minister Melissa Lee around 5pm on Tuesday, and called prime minister Christopher Luxon to

**Public sector cuts: More than 1300 jobs to go - the full list of where axe is falling**



By [Azaria Howell](#)  
Wellington Reporter, Newstalk ZB - NZ Herald - 10 Apr, 2023

Focus: **TVNZ set to cut more than 40 jobs**  
TVNZ says it will move into consultation with staff on Friday with the confir...



**Microsoft FY 2025 Starts With Layoffs, Program Changes**

BY [WADE TYLER MILLWARD](#) · JULY 8, 2024, 5:55 PM EDT

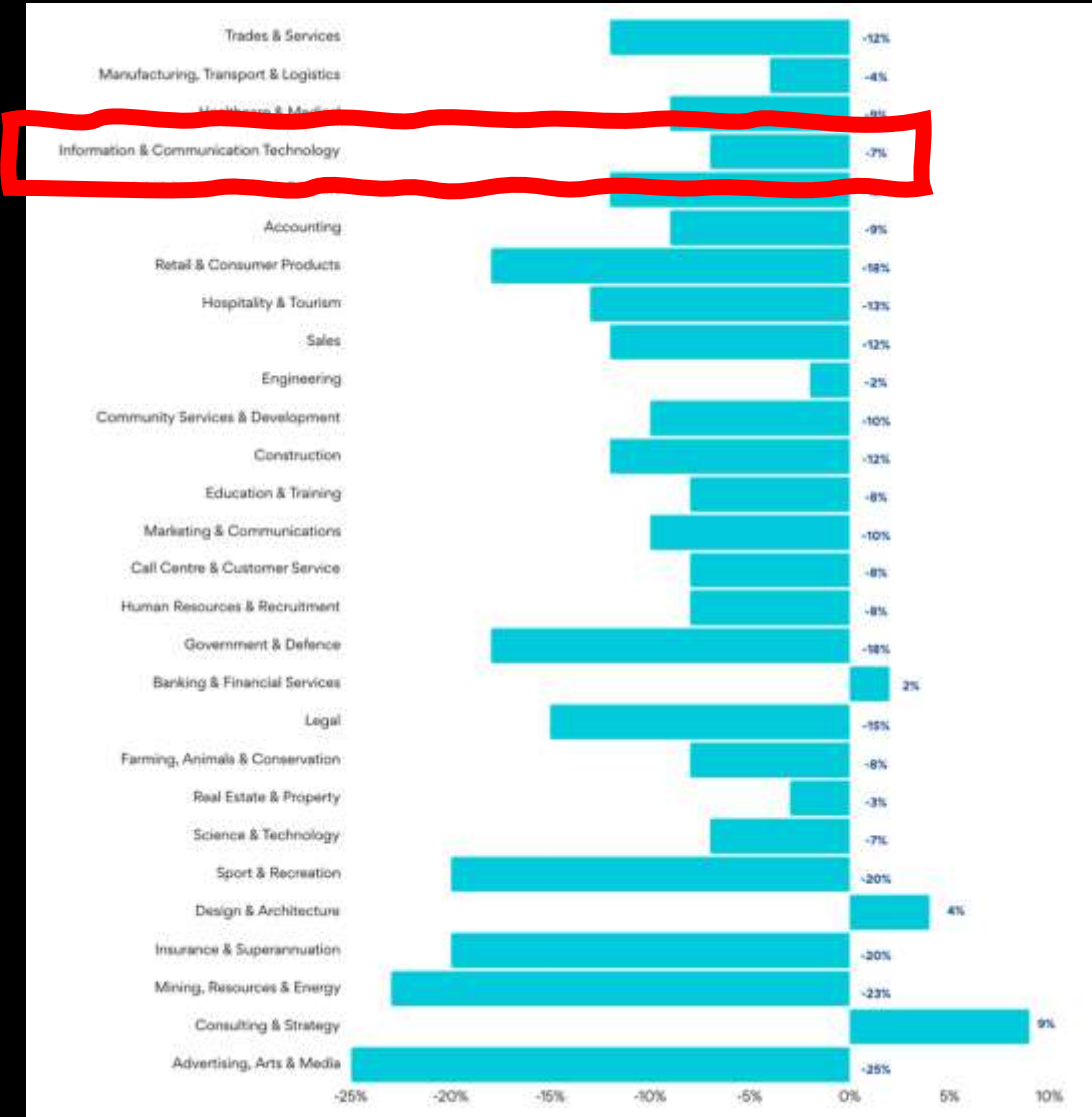
Based on user posts to Microsoft-owned social network LinkedIn, of managers, engineers and other job titles in Microsoft.



Figure 4: National SEEK Job Ad percentage change by industry (June 2024 vs May 2024) - Ordered by job ad volume

# The Challenge

- Skills gap
- Saturated Job Market
- Overall, Job Market





# The Challenge

- Skills gap
- Saturated Job Market
- Overall, Job Market

“biggest brain drain since the global finance crisis of 2008, with over 80,000 New Zealanders having left since last year, according to Stats NZ.”



<https://www.1news.co.nz/2024/09/21/sorry-new-zealand-im-heading-overseas-because-i-need-a-job/>





# The Industry in the Region

- Market Needs



# The Industry in the Reg

- Market Needs
  - Australian Government Defense

## THE PLAN

The Strategic Vision and Principles will be initially realised across four priority action areas. These action areas will further enhance Defence's cyber security foundations over the coming three years. Following this initial three year period, the Strategic Vision and Principles will underpin continued cyber security activities for the life of the Strategy.

### CYBER SECURITY GOVERNANCE

Reforming Defence's *cyber security governance* to enable and empower its cyber security apparatus as a potent warfighting capability.

### CAPABILITY MANAGEMENT

A renewed approach to *capability management* that is informed by and responsive to cyber threats, delivers effective risk engagement and prioritisation of finite resources, and is supported by strategic partnerships.

### PEOPLE

An innovative approach to *people*, recognising the level of competition for cyber security talent, and that a cyber secure culture must be a part of the entire Defence ecosystem.

### FUTURE READY

A revitalised focus on researching, developing and investing in future cyber security capabilities to stay ahead of adversaries and ensure Defence is *future ready*.



# The Industry in the Region

- Market Needs
  - Australian Government Defense
  - NZ Market Estimates



# The Industry in the Region

- Market Needs
  - Australian Government Defense
  - NZ Market Estimates
  - Demand

This demand for cyber security jobs in Australia shows no signs of slowing down. According to a [recent report by Causticizer](#), the Australian cyber security market is set to grow to \$5.8 billion by 2024 – an 8 per cent annual growth. The government has also invested significantly in the national cyber security and intelligence agency, Australian Signals Directorate, indicating its priorities.

<https://www.cyberdaily.au/security/8845-high-demand-influencing-cyber-security-salary-and-job-opportunities>



# The Industry in the Region

- Market Need
  - Australian C
  - NZ Market
  - Demand

Figure A

Total Information Security & Risk Management End-User Spending in Australia, 2022-2024 (Millions of AUD)

| Market Segment | 2022<br>Spending | 2022<br>Growth<br>(%) | 2023<br>Spending | 2023<br>Growth<br>(%) | 2024<br>Spending | 2024<br>Growth<br>(%) |
|----------------|------------------|-----------------------|------------------|-----------------------|------------------|-----------------------|
| <b>TOTAL</b>   | 6,169.4          | 15.0%                 | 6,939.1          | 12.5%                 | 7,738.4          | 11.5%                 |

Source: Gartner (September 2023)

Total Information Security & Risk Management End-User Spending in New Zealand, 2022-2024 (Millions of NZD)

| Market Segment | 2022<br>Spending | 2022<br>Growth<br>(%) | 2023<br>Spending | 2023<br>Growth<br>(%) | 2024<br>Spending | 2024<br>Growth<br>(%) |
|----------------|------------------|-----------------------|------------------|-----------------------|------------------|-----------------------|
| <b>TOTAL</b>   | 812.6            | 11.0%                 | 901.2            | 10.9%                 | 999.9            | 11.0%                 |

Source: Gartner (September 2023)

Forecasted spending on cybersecurity in Australia. Image: CRN

<https://www.techrepublic.com/article/increase-security-spending-australia-new-zealand/>



# The Industry in the Region

- Market Needs
  - Australian Government De
  - NZ Market Estimates
  - Demand
  - A National theme in NZ

## Cyber security incidents recorded in 2022/2023

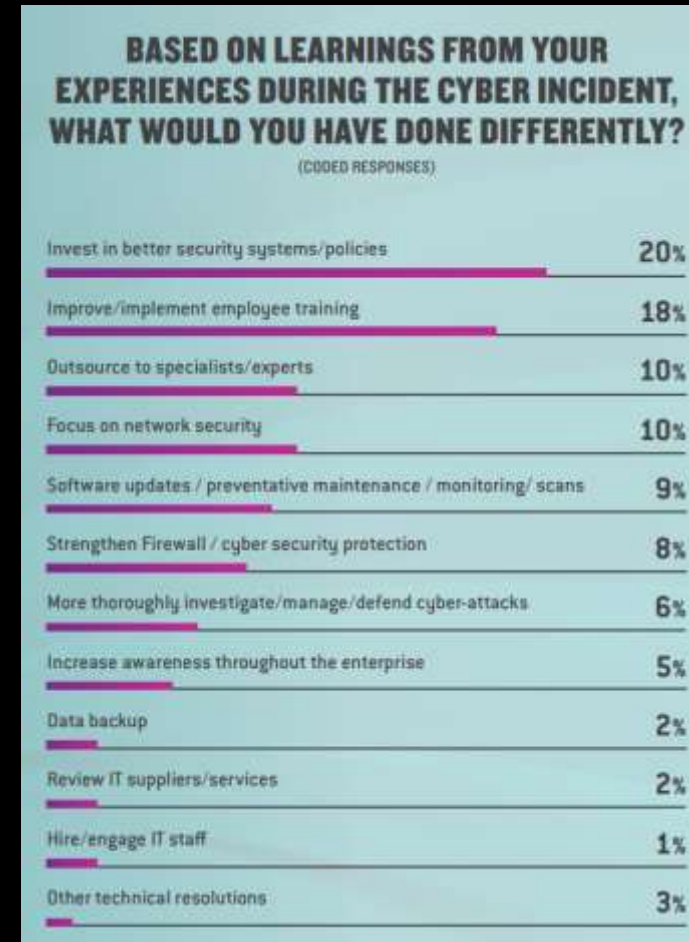
- 316 incidents affecting nationally significant organisations.
- Compared to 350 incidents recorded in 2021/2022.
- 73 of those, or 23%, indicated links to suspected state-sponsored actors.
- Compared to 34% in the 2021/2022 year.
- 90 incidents, or 28%, were likely criminal or financially motivated.
- Compared to 23% in the 2021/2022 year.

<https://www.ncsc.govt.nz/resources/ncsc-annual-cyber-threat-reports/2023-web>



# The Industry in the Region

- Market Needs
  - Australian Government Defense
  - NZ Market Estimates
  - Demand
  - A National theme in NZ
- Current Market State
  - Kordia 2024 report



Kordia Report:

[https://img.scoop.co.nz/media/pdfs/2403/Kordia\\_2024\\_Cyber\\_Security\\_Report.pdf](https://img.scoop.co.nz/media/pdfs/2403/Kordia_2024_Cyber_Security_Report.pdf)





# The Industry in the Region

- Market Needs
  - Australian Government D
  - NZ Market Estimates
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Kordia Report:

[https://img.scoop.co.nz/media/pdfs/2403/Kordia\\_2024\\_Cyber\\_Security\\_Report.pdf](https://img.scoop.co.nz/media/pdfs/2403/Kordia_2024_Cyber_Security_Report.pdf)



# The Industry in the Region

- Market Needs
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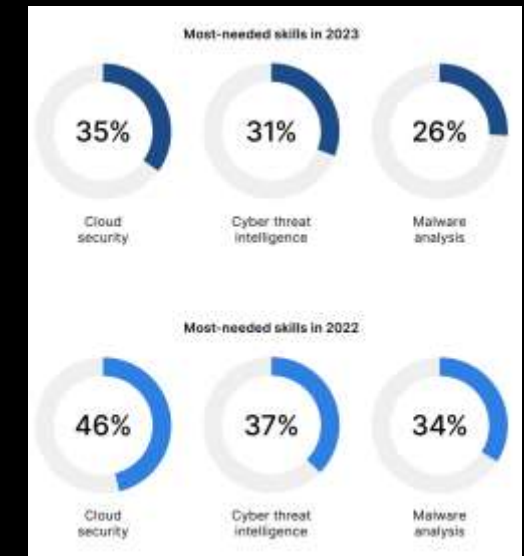
Kordia Report:

[https://img.scoop.co.nz/media/pdfs/2403/Kordia\\_2024\\_Cyber\\_Security\\_Report.pdf](https://img.scoop.co.nz/media/pdfs/2403/Kordia_2024_Cyber_Security_Report.pdf)



# The Industry in the Region

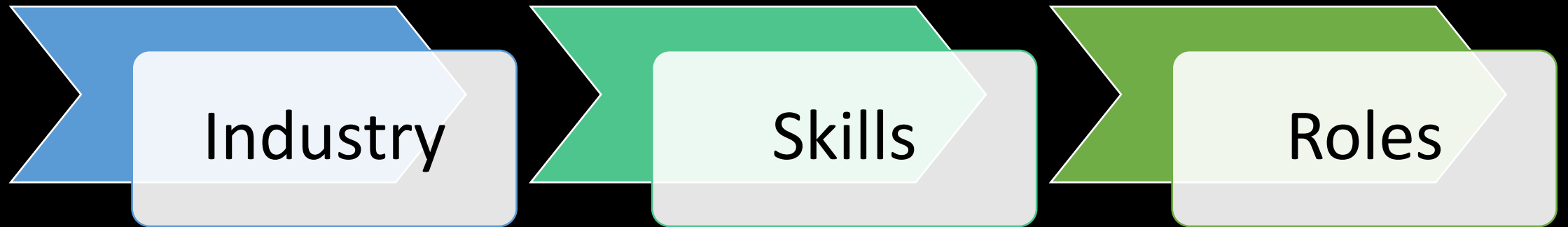
- Market Needs
  - Australian Government Defense
  - NZ Market Estimates
  - Demand
  - A National theme in NZ
- Current Market State
  - Kordia 2024 report
  - Cyber is Top of Mind in Boards



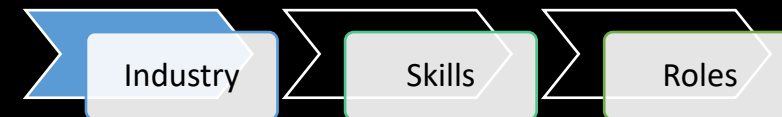
<https://www.fortinet.com/content/dam/fortinet/assets/reports/2024-cybersecurity-skills-gap-report.pdf>



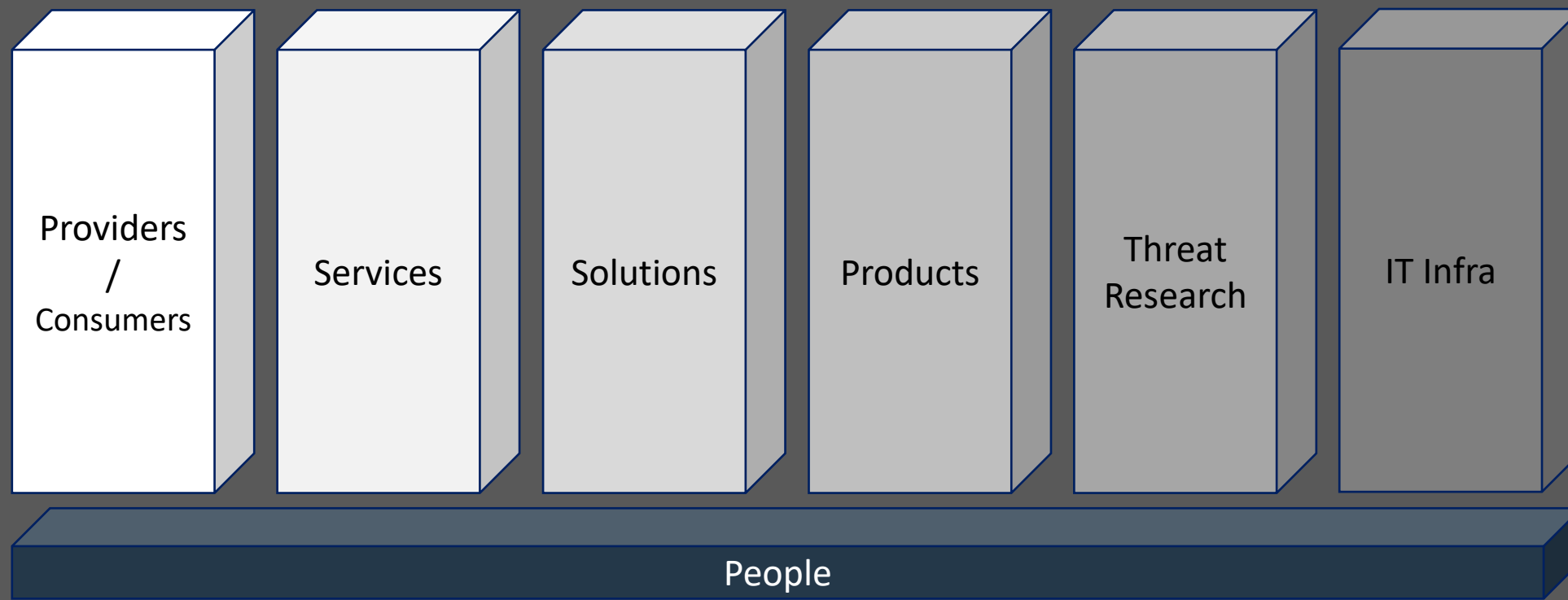
# A look at Variables



# The Industry

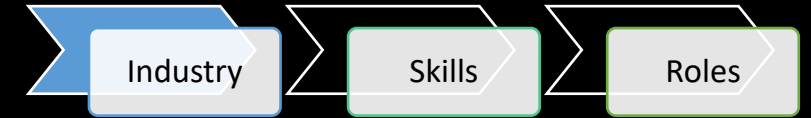


Governance, Risk and Compliance



# The Industry – Employers

## What you do



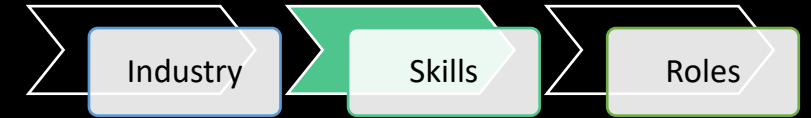
Services

Providers  
/  
Consumers

| Company Name              | Type        | Size                         |
|---------------------------|-------------|------------------------------|
| Kordia Limited            | MSSP        | Large (250-999 employees)    |
| CyberCX NZ Ltd.           | MSSP        | Large                        |
| FUJIFILM CodeBlue Limited | MSSP        | Medium-Large                 |
| Datacom                   | MSSP        | Very Large (1000+ employees) |
| Spark NZ                  | MSSP        | Very Large (1000+ employees) |
| Vodafone NZ               | MSSP        | Large (1000+ employees)      |
| PwC New Zealand           | Consulting  | Large (1000+ employees)      |
| Theta                     | IT Services | Medium                       |
| Microsoft                 | Vendor      | Large                        |
| Crowdstrike               | Vendor      | Large                        |
| Trend Micro               | Vendor      | Large                        |
| Cisco                     | Vendor      | Large                        |
| Palo Alto Networks        | Vendor      | Large                        |
| Fortinet                  | Vendor      | Large                        |



# The Skills



Technical

Soft





# The Skills (e.g.)



|              | Technical   |  | Soft   |  |
|--------------|---|--|--|--|
| Entry Level  | <ul style="list-style-type: none"><li>- Basic network security</li><li>- Operating systems knowledge</li><li>- Fundamental programming skills</li><li>- Understanding of Incident Response Processes</li></ul>        |  | <ul style="list-style-type: none"><li>- Problem-solving</li><li>- Attention to detail</li><li>- Strong work ethic</li><li>- Adaptability</li></ul>     |  |
| Mid Level    | <ul style="list-style-type: none"><li>- Advanced network and systems security</li><li>- Security Architecture fundamentals</li><li>- Expertise in security frameworks (e.g., ISO/IEC 27001, NIST)</li></ul>           |  | <ul style="list-style-type: none"><li>- Effective communication</li><li>- Teamwork</li><li>- Critical thinking</li><li>- Project management</li></ul>  |  |
| Senior Level | <ul style="list-style-type: none"><li>- Security architecture design</li><li>- Risk management and assessment</li><li>- Cybersecurity strategy development</li><li>- Advanced threat detection and analysis</li></ul> |  | <ul style="list-style-type: none"><li>- Leadership</li><li>- Strategic thinking</li><li>- Mentoring</li><li>- Client relationship Management</li></ul> |  |



# The Skills (e.g.)



100%  
Mindset



# The Roles

Industry

Skills

Roles



Bastion robot design by @gellart on Instagram

## Getting Started as a Penetration Tester in NZ (2024 Edition)



**Simon Howard**  
Director & CTO @ Bastion Security



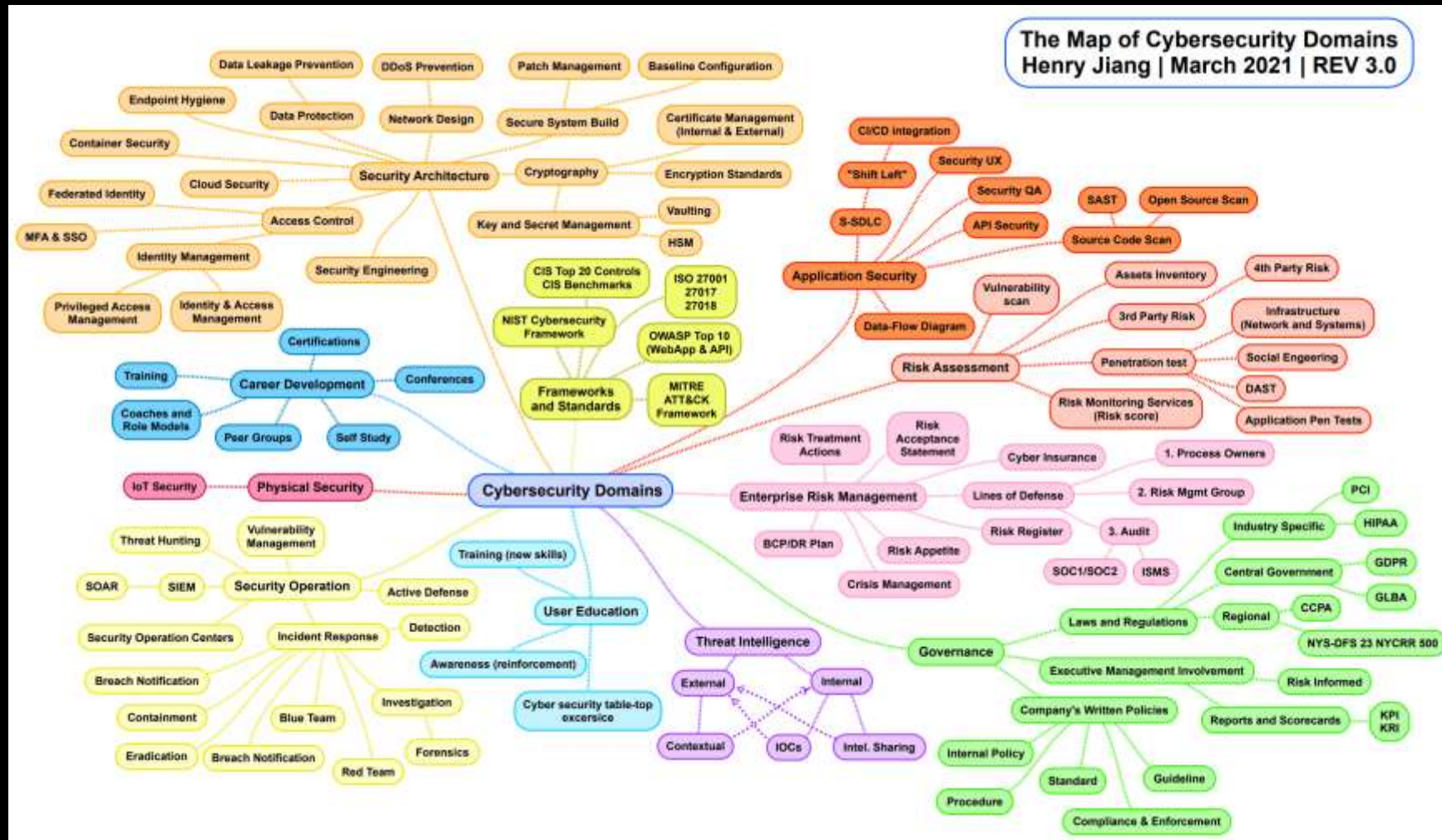
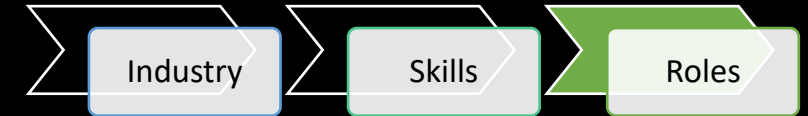
July 24, 2024

Welcome to the latest instalment of Getting Started as a Penetration Tester in NZ! An annual look at what it takes to get into this exciting industry sector. This year we have a couple of new entry-level certifications, updates to the conference schedule, some free stuff for students, and a refresh of all resources referenced.

The cyber security domain has also grown massively as you can see from the mind map below. I'm going to be focusing on roles predominately in the red (risk assessment) and blue (career development) branches of this map.



# The Roles

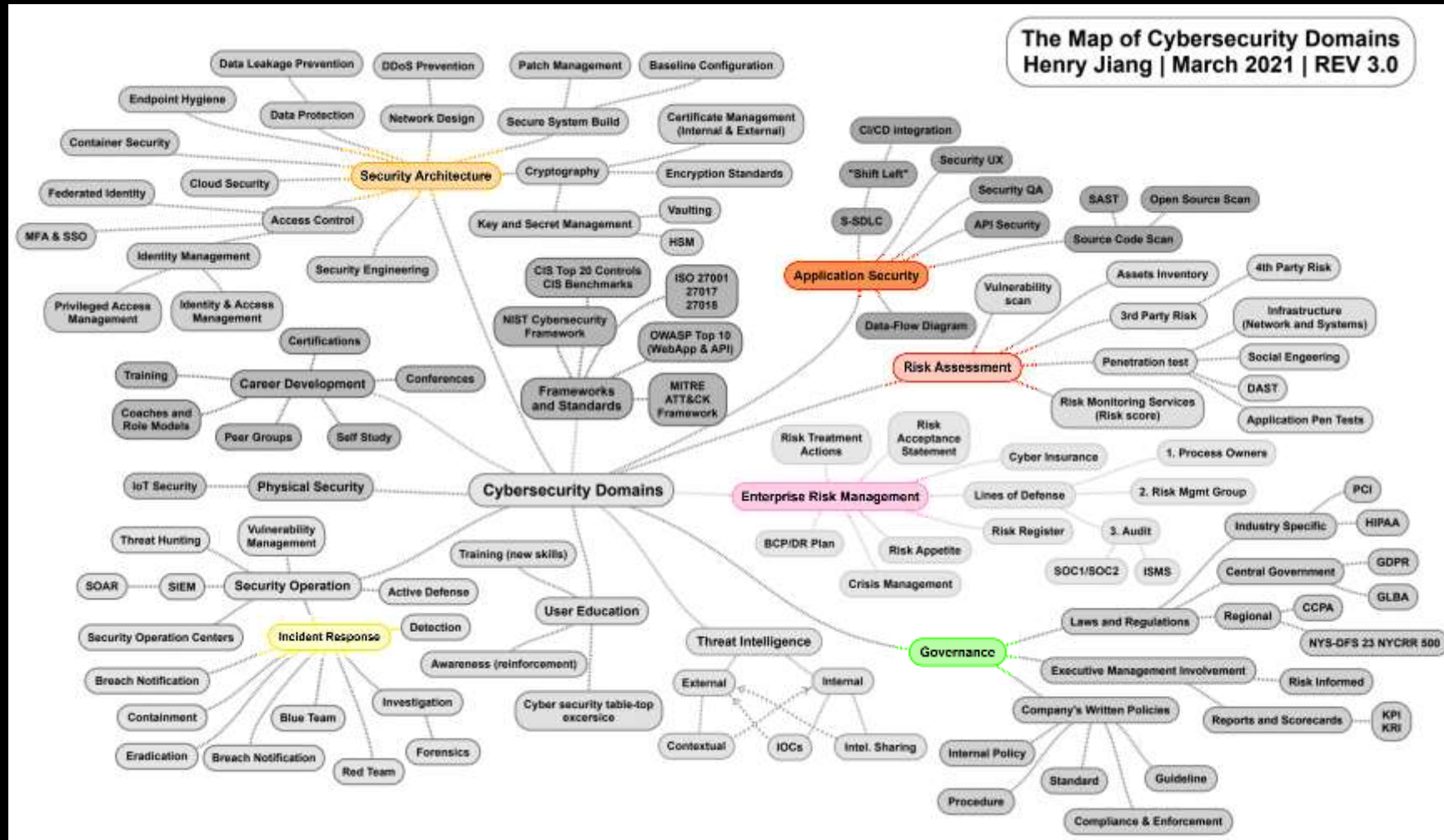
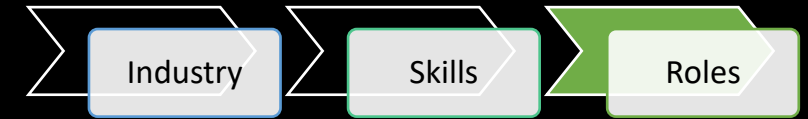


The map of Cybersecurity Domains - Henry Jiang





# The Roles



The map of Cybersecurity Domains - Henry Jiang



# The Roles

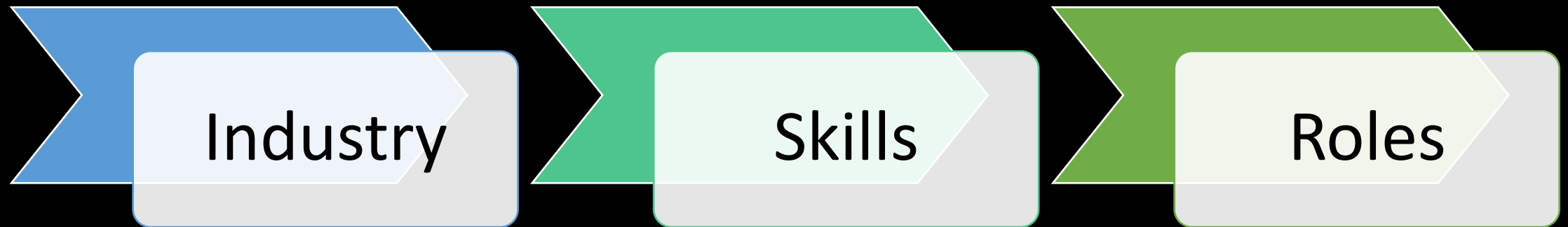
Industry

Skills

Roles

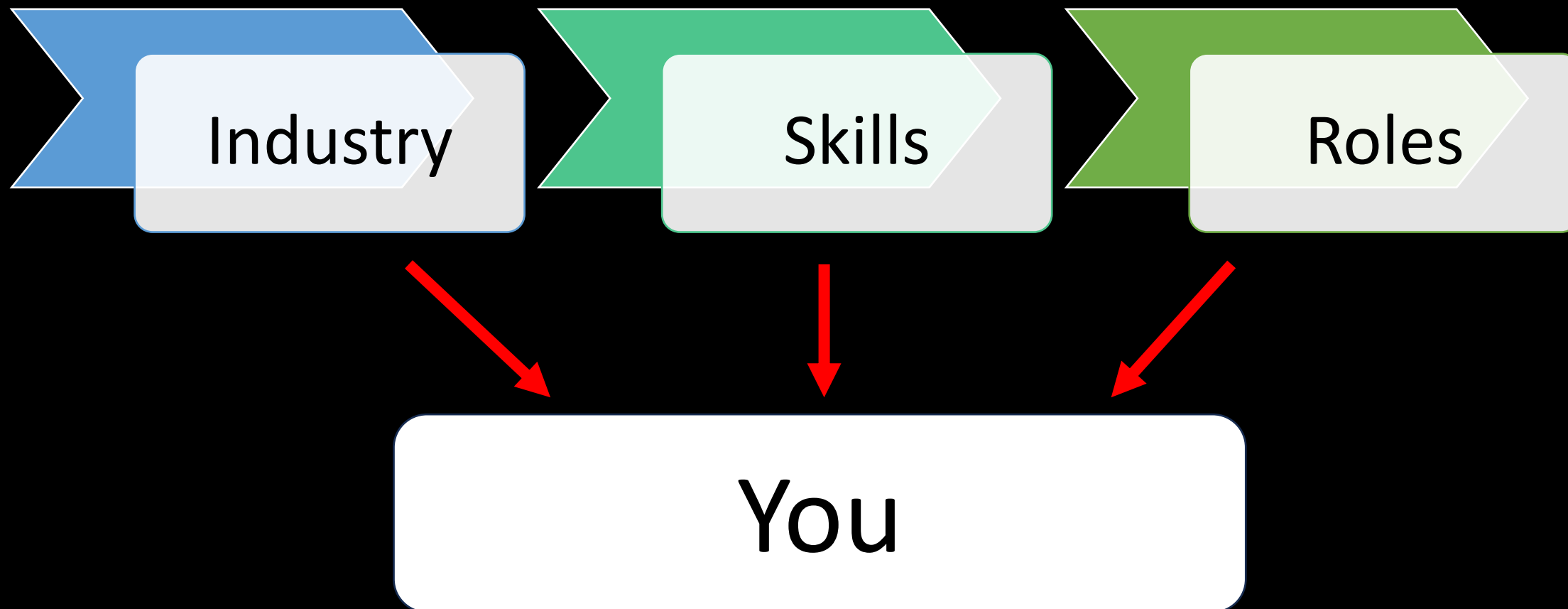


# A look at Variables





# What can you do?



# The Skills

- Experience

**Marcus Hutchins** (He/Him) • Following  
Cybersecurity Speaker, Reverse Engineer, Ex-Hacker  
[Visit my website](#)  
5d • Edited • 🔒


I'm convinced there's nobody who understands cybersecurity less than cybersecurity professionals trying to explain why their path is the only path into cybersecurity.

They'll just say the most asinine stuff like "how can you protect a network from threats if you don't understand networking?"

Brother, have you heard of endpoint protection? It's a very new technology only just recently introduced in the 1980s. Not every job in cybersecurity is taking it in turns to snort packets directly out of the switch.

 You and 1,056 others

212 comments • 25 reposts


 2h • 👤

### How do I get into cyber security?

Every pathway to entry is unique. Your personality is unique. Your experiences are unique. Your skills are unique. If anyone tells you there is specific course that will guarantee you a job, don't believe it—it's a myth. That isn't to say courses are pointless. They are a valuable investment in yourself. They demonstrate work ethic and give you confidence.

Here is a list of FREE courses I have compiled. Take your pick and have fun.

- [FREE] Cybersecurity For Beginners, Introduction to Cyber Security by Cybrary  
- <https://lnkd.in/gMAP8m3y>
- [FREE] Foundations of Cybersecurity by Google  
- <https://lnkd.in/gVTs6QUz>
- [FREE] Introduction to Cybersecurity by CISCO Networking Academy  
- <https://lnkd.in/gJAYfxmw>
- [FREE] Professor Messer's CompTIA Security+ Course  
- <https://lnkd.in/gq6NCrZd>
- [FREE] NIST Risk Management Framework Course  
- <https://lnkd.in/gNpXZ3En>
- [FREE] Hackspaining Lessons on Vulnerabilities  
- <https://lnkd.in/gVtNWH9N>


**Matthew Ng** • 1st  
Experienced Finance Professional | Gets things done.  
3w • Edited • 🔒

I've had my fair share of ups and downs navigating the job market over the past six months. While I await final paperwork for some exciting news on the job front, I wanted to share a few key learnings from my journey:

- Maintain professional relationships and never burn bridges. Your reputation and integrity are invaluable assets, especially in the tight-knit NZ market where networks are everything.
- The recruitment landscape has evolved. Applying through the formal process is now the norm, even if you have personal connections within agencies/HR teams. Which leads to....
- Personal relationships in job hunting can be a hit or miss. While some contacts may offer preferential treatment, many may not respond. I've been ghosted by at least 80% of people I thought I had a personal connection with. Stay in touch with reliable connections.
- Contracting can open doors to new experiences and industries, potentially leading to opportunities in the long term.
- Changing industries can be challenging, with many employers prioritizing relevant industry experience over skills. Don't be discouraged by rejections based on industry background.

To recruitment/HR professionals: I understand the time constraints and high volume of applicants you face. But please remember the importance of treating candidates with dignity and respect, and maintaining open lines of communication.

To those currently job hunting: Stay resilient and persistent. The journey may be tough, but perseverance is key. It's tough out there but keep going!

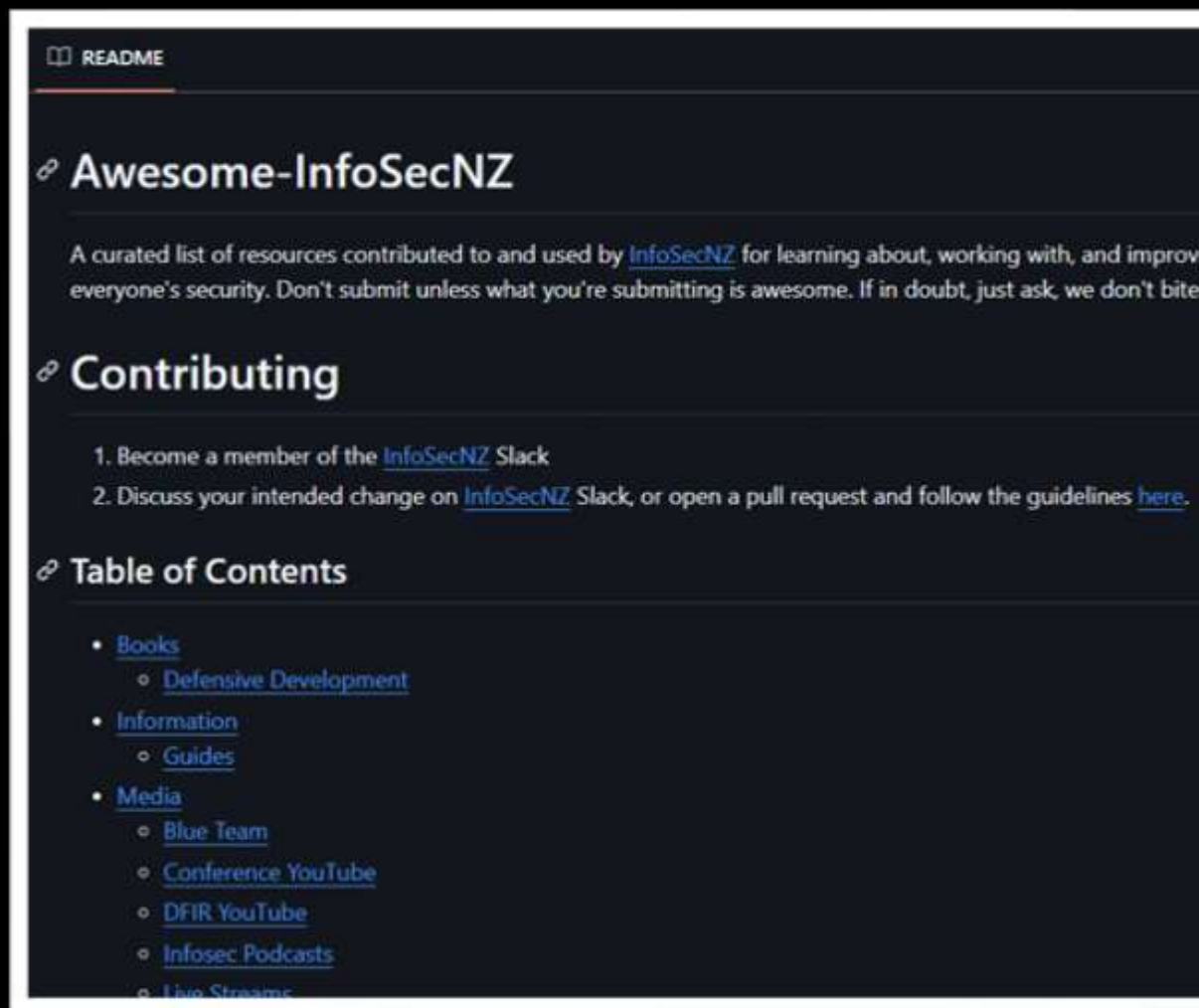
 You and 175 others

15 comments • 2 reposts



# The Skills

- Experience



<https://github.com/binarymist/awesome-infosecnz>



# The Skills

- Experience

## 🔗 Security Engineering at Google: My Interview Study Notes

🔗 By [nolang](#)

### 🔗 Contents

- [README](#)
- [Learning Tips](#)
- [Interviewing Tips](#)
- [Networking](#)
- [Web Application](#)
- [Infrastructure \(Prod / Cloud\) Virtualisation](#)
- [OS Implementation and Systems](#)

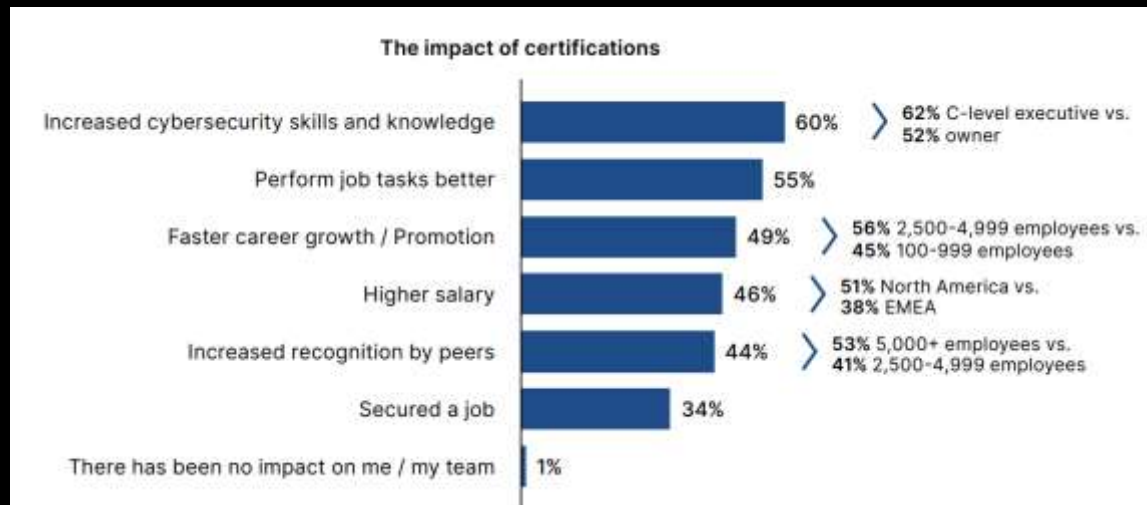
<https://github.com/gracenolan/Notes/blob/master/interview-study-notes-for-security-engineering.md>



# The Skills

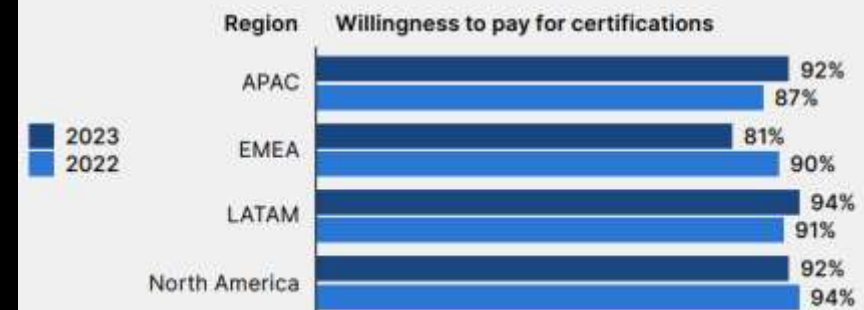
- Certifications

91% of leaders prefer to hire candidates with certifications.



## Organizations worldwide pay for certifications for employees

Willingness to pay for an employee increased in APAC and LATAM, but decreased in North America and EMEA.



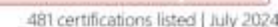
# The Skills

- Certifications





- Certifications





# The Roadmap

| CYBER SECURITY                              |                        |         |                         |         |                          |         |                        |         |                    |         |               |         |                |         |                |         |
|---|------------------------|---------|-------------------------|---------|--------------------------|---------|------------------------|---------|--------------------|---------|---------------|---------|----------------|---------|----------------|---------|
|   | CYBER SECURITY ANALYST |         | CYBER SECURITY ENGINEER |         | CYBER SECURITY ARCHITECT |         | CYBER SECURITY MANAGER |         | PENETRATION TESTER |         | IDAM ENGINEER |         | IDAM ARCHITECT |         | GRC CONSULTANT |         |
|   | Typical                | Range   | Typical                 | Range   | Typical                  | Range   | Typical                | Range   | Typical            | Range   | Typical       | Range   | Typical        | Range   | Typical        | Range   |
| NSW - Sydney                                | 100                    | 100-120 | 120                     | 120-150 | 150                      | 150-200 | 180                    | 180-220 | 100                | 100-120 | 120           | 120-150 | 150            | 150-200 | 100            | 100-120 |
| NSW - Regional                              | 90                     | 90-110  | 110                     | 110-140 | 140                      | 140-180 | 170                    | 170-210 | 90                 | 90-110  | 110           | 110-140 | 140            | 140-180 | 90             | 90-110  |
| VIC - Melbourne                             | 100                    | 100-120 | 120                     | 120-150 | 150                      | 150-200 | 180                    | 180-220 | 100                | 100-120 | 120           | 120-150 | 150            | 150-200 | 100            | 100-120 |
| VIC - Regional                              | 90                     | 90-110  | 110                     | 110-140 | 140                      | 140-180 | 170                    | 170-210 | 90                 | 90-110  | 110           | 110-140 | 140            | 140-180 | 90             | 90-110  |
| QLD - Brisbane, Gold Coast & Sunshine Coast | 100                    | 100-120 | 120                     | 120-150 | 150                      | 150-200 | 180                    | 180-220 | 100                | 100-120 | 120           | 120-150 | 150            | 150-200 | 100            | 100-120 |
| SA - Adelaide                               | 90                     | 90-110  | 110                     | 110-140 | 140                      | 140-180 | 170                    | 170-210 | 90                 | 90-110  | 110           | 110-140 | 140            | 140-180 | 90             | 90-110  |
| WA - Perth                                  | 100                    | 100-120 | 120                     | 120-150 | 150                      | 150-200 | 180                    | 180-220 | 100                | 100-120 | 120           | 120-150 | 150            | 150-200 | 100            | 100-120 |
| ACT - Canberra                              | 100                    | 100-120 | 120                     | 120-150 | 150                      | 150-200 | 180                    | 180-220 | 100                | 100-120 | 120           | 120-150 | 150            | 150-200 | 100            | 100-120 |
| TAS - Hobart/Launceston                     | 90                     | 90-110  | 110                     | 110-140 | 140                      | 140-180 | 170                    | 170-210 | 90                 | 90-110  | 110           | 110-140 | 140            | 140-180 | 90             | 90-110  |
| NT - Darwin                                 | 90                     | 90-110  | 110                     | 110-140 | 140                      | 140-180 | 170                    | 170-210 | 90                 | 90-110  | 110           | 110-140 | 140            | 140-180 | 90             | 90-110  |
| NZ - Auckland                               | 100                    | 100-120 | 120                     | 120-150 | 150                      | 150-200 | 180                    | 180-220 | 100                | 100-120 | 120           | 120-150 | 150            | 150-200 | 100            | 100-120 |
| NZ - Wellington                             | 100                    | 100-120 | 120                     | 120-150 | 150                      | 150-200 | 180                    | 180-220 | 100                | 100-120 | 120           | 120-150 | 150            | 150-200 | 100            | 100-120 |
| NZ - Christchurch                           | 100                    | 100-120 | 120                     | 120-150 | 150                      | 150-200 | 180                    | 180-220 | 100                | 100-120 | 120           | 120-150 | 150            | 150-200 | 100            | 100-120 |

NOTES | All salaries shown are exclusive of superannuation (AU) or KiwiSaver (NZ) | New Zealand salaries are represented in New Zealand dollars

Hays Salary Guide FY24/25



# The Roadmap



Thank you

