

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

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About me

\$Professionally Exposure to Enterprise sector in NZ
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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 09:42 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 25, 2024

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



Duncan Greive

Reporter

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 Meli...

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 conf...



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.

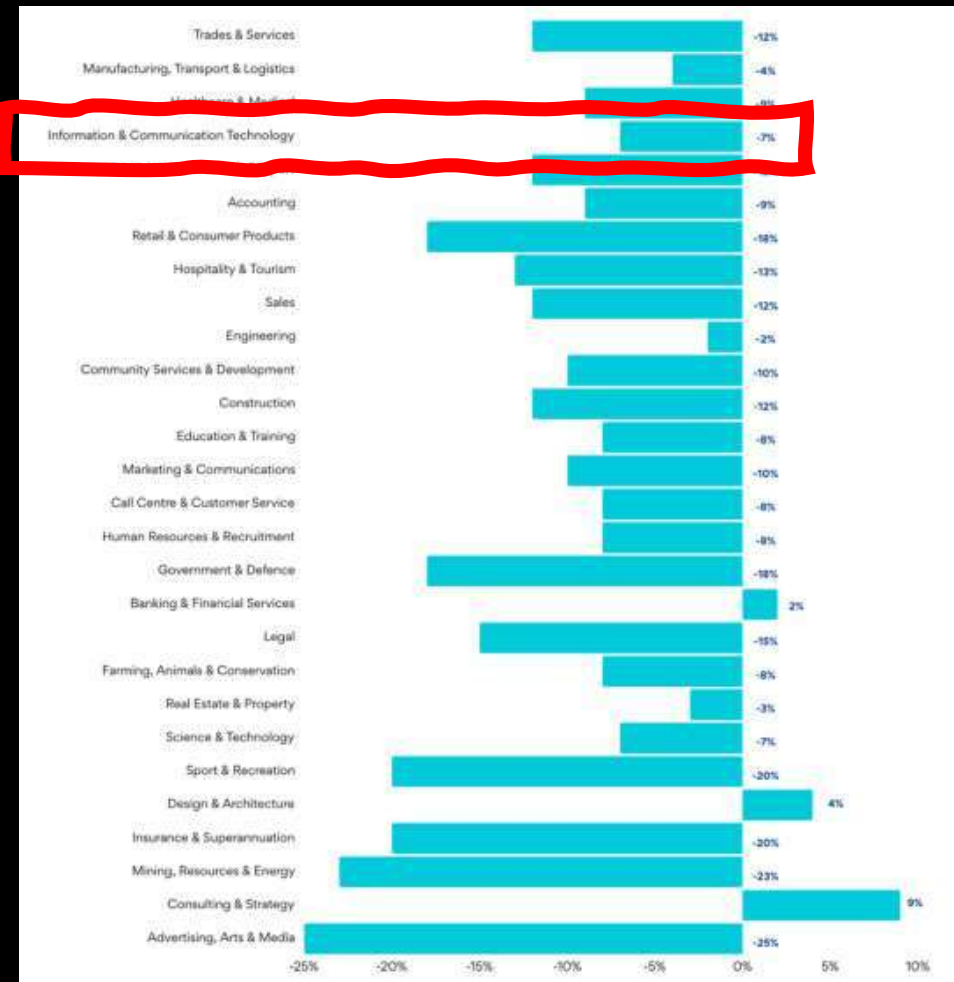


The Challenge

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



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



<https://www.seek.co.nz/about/news/article/nz-employment-report-june>



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*.

<https://www.defence.gov.au/about/strategic-planning/defence-cyber-security-strategy>



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>

