

ROCKSTARS WANTED

Decoding Recruiter
Bullshit To Find Your
Ideal Job

By Noid

#WHOAMI

- Obligatory who am I slide
- Former DEFCON organizer
- LayerOne Founder
- DC206 Founder
- Member of the Black Lodge in Redmond, WA
- Been doing security stuff for nearly 30 years
- Random Fact: I collect hedgehog plush toys and figurines

GETTING STARTED IN INFOSEC IS HARD

- Like really, really hard
- People want Senior level experience for Junior level positions
- People want Junior folks to have Senior level certs
- People want folks who have more experience with a technology than is physically possible
 - “20 years of experience in Go & Rust preferred!”
- People want Junior folks to know things from the ancient past
 - “Entry level position. Must know OS/390!”

ROCKSTARS? NINJAS? WHAT DOES IT ALL MEAN?

- You don't want to be a rockstar or a ninja. Both tend to be high maintenance and are usually disliked by their peers
- What do job postings looking for Rockstars and ninjas really mean?
 - We only have budget to hire 1 person, so we're looking for the big win
 - You will do the job of 3 people for the price of 1
 - You will be expected to save the day constantly with no room for failure
 - "You either die a hero, or you live long enough to see yourself become the villain." - Batman

“MANAGES AMBIGUITY WELL”

- I suck at managing people and I expect you to read my mind
- This one is a huge red flag that leadership isn't good at expressing themselves and you will be constantly trying to unravel what is really being asked of you
- There is a very high likelihood this job requires skills far beyond what is listed in the req
- If you lack soft skills, you will not do well with this one

“FAST PACED ENVIRONMENT”

- Sometimes referred to as a complex working environment, but that's getting a bit too honest
- Things are constantly changing, possibly because management keeps changing direction
- Being constantly reactive is exhausting and WILL lead to burnout

“GET IN AT THE GROUND FLOOR”

- What does it mean? It means that they may have grand plans for this role or team, but right now it's just you. They will, however, expect you to perform as if the full team was there
- This one is always tempting. Get in early. Make that money. Build and eventually run that team. Problem is, you will probably burn out long before you get there unless you manage your management well.
- You will establish the beachhead that someone else will use to run the team

TAKEAWAYS

- Don't buy the flash, hunt for the substance
- Make it clear to recruiters you know what you want and that you don't need your ego stroked
- Saving the day is occasionally fun, but it sucks as a full time job
- Don't shy away from a challenge, but also learn to recognize a lost cause
- Show me the money
- If interviewing for a role that used any of the previous examples, ask lots of questions.

CONTACT

- <https://github.com/noid23/Presentations>
- Telegram: @noid23
- Twitter @_noid_