THE CYBERSECURITY JOB SEEKERS REPORT: RESULTS AND IMPLICATIONS

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Who’s This Guy?

- Cybersecurity Advocate?
- 25 Years Experience
- Fellow of (ISC)²
- Retired Air Force
- Public and Private Sector Experience
What Are We Talking About?

- What motivates cybersecurity jobseekers
- Who we spoke to
- Key findings
- The McCumber Take
- How you can use this data
But First...

Why?
We Spoke To:

- 250 cybersecurity pros.
  - Cybersecurity is their “primary responsibility”
  - U.S. & Canada
  - December 2017

- Independent, blind survey
  - Not (ISC)^2 membership
What did we learn?
ONLY 15% have NO PLANS to look for a new job in 2018
70% are open to a new job in 2018
Are cybersecurity professionals really in the driver’s seat?
Are recruiters pulling the strings?
46% are contacted at least once weekly by recruiters
21% are contacted daily by recruiters
What do cyber pros want?
Who’s This Guy?

68%

where my opinions are taken seriously
Who’s This Guy?

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62% where I can protect people and their data
Who’s This Guy?

68% where **my opinions** are taken seriously

62% where I can **protect people** and their data

59% an employer that adheres to a strong **code of ethics**
49% want the best salary
49% want the best salary

39% satisfied with current salary
54% will work where a breach has occurred
54% will work where a breach has occurred

64% will work where a breach has occurred, if it was responsibly disclosed
85% investigate an employer’s security capabilities before taking a job.
52% more likely to take a job where a company properly invests in security tech

40% will work where a company needs to improve its security tech
58%  Network Monitoring
53%  Security Analysis
53%  Security Administration
47%  Intrusion Detection
88% Invests in training & certification
75% Trains employees on security
63% Clear job descriptions
50% Invests in latest security tech
Where's the disconnect?
Attractive Employers

1. You invest in the latest emerging security technologies
2. You view cybersecurity more broadly than just technology
3. You invest in training and certification for cybersecurity employees
Attract the Right Employees

1. Develop cybersecurity strategy
2. Analyze business process for risk assessment
3. Educate users about cybersecurity best practices
What Employees Want to Hear

1. Protect people and their data
2. Your opinions are taken seriously
3. Pays the best salary
1. Cybersecurity professionals’ job mobility is very high.

2. Recruiters are actively seeking to maintain churn in the job market.

3. We know what jobseekers are looking for from an employer.

4. It’s not about the money. They care about the program.

5. They are critical advisors, not scapegoats.
Learn More & Get Involved

• Get the full report Hiring and Retaining Top Cybersecurity Talent at www.isc2.org/research
• Engage a local (ISC)² Chapter
• Join community.isc2.org
• Help make a difference at www.isc2.org/cybersecurity-advocates