BUILDING THE CYBERSECURITY INNOVATION PIPELINE

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COLLABORATION

INNOVATION

TRANSFORMATION

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AGENDA

2 Million Reasons to Talk Cybersecurity
Thinking Differently to Fuel Innovation
The Cybersecurity Pro of Today Vs Tomorrow
The Role You Play
Q&A
Chatelle Lynch
Senior Vice President & Chief Human Resources Officer
McAfee
2,000,000
THINKING DIFFERENTLY TO FUEL THE TALENT PIPELINE
TALENT MODEL

ATTRACT
- Forecast
- Skillsets (build vs buy)
- Pipeline
- Recruitment
- Brand & Image

DEVELOP
- Onboarding
- Mentoring
- Rotation
- Leadership
- Competency
- External/Department

RETAIN
- Rewards
- Engagement
- Succession
- Knowledge Retention
- Career Paths
- Exit Analysis

ENABLE
- Line of Sight/Leadership
- Tools/Resources
- Workspace/Environment
- Structure/Roles
**TALENT POOL OF TODAY**

- Steve
  - 46 years old
  - 20 years IT experience
  - 10 Years Security Experience
  - Average tenure in Security Position - 2 years
  - Salary of $200,000

- John
  - 26 years old
  - Bachelors in Computer Science
  - 4 years IT experience with 2 years Security experience
  - Salary of $75,000

- Henry
  - 20 years old
  - Studied cybersecurity modules as part of larger IT degree
  - Still impressionable as to final career choice

- Sam
  - 15 years old
  - Already has a clear idea on career path / what to study
  - Good level of exposure to STEM at school

- Natalie
  - 6 years old
  - Looks to parents, teachers and other adults for role models
  - More likely to have had limited exposure to STEM

**TALENT POOL OF TOMORROW (currently)**

- Pre-Teen
  - 6 years old
  - Looks to parents, teachers and other adults for role models
  - More likely to have had limited exposure to STEM

- Teen
  - 15 years old
  - Already has a clear idea on career path / what to study
  - Good level of exposure to STEM at school

- College
  - 20 years old
  - Studied cybersecurity modules as part of larger IT degree
  - Still impressionable as to final career choice

- Young Professional
  - 26 years old
  - Bachelors in Computer Science
  - 4 years IT experience with 2 years Security experience
  - Salary of $75,000

- Experienced
  - 46 years old
  - 20 years IT experience
  - 10 Years Security Experience
  - Average tenure in Security Position - 2 years
  - Salary of $200,000
Steve

• 46 years old
• 20 years IT experience
• 10 Years Security Experience
• Average tenure in Security Position - 2 years
• Salary of $200,000
**New Recruits**

**Return to Work**
- Ahmed
  - 39 years old
  - Father of three
  - Five years out of work
  - 10+ years experience in Application development experience
  - Salary of $110,000
  - Vulnerability Analyst

**Re-train**
- Elaine
  - 45 years old
  - Business degree
  - 15+ years experience in Accounting degree experience
  - Oversee finance operations
  - Salary of $125,000
  - Security Governance & Compliance Analyst

- Jane
  - 32 years old
  - IT degree
  - 10 years Network Administration experience
  - Mentorship and hi-po program beneficiary
  - Salary of $100,000
  - Network Security Engineer

- Li Jie
  - 34 years old
  - Computer Science Degree
  - 10+ years Big Data business experience
  - Analytical and problem solving skills
  - Salary of $150,000
  - Security Data Scientist

**Outside Cyber**
- Tim
  - 42 years old
  - No formal qualification
  - Ex-Veteran
  - 14 years operational intelligence experience
  - Salary of $100,000
  - SOC Intelligence Analyst
John

• 26 years old
• Bachelors in Computer Science
• 4 years IT experience, 2 years security
• Salary of $75,000
23% of cybersecurity professionals believe an IT degree prepares someone for a career in IT.

50% of cybersecurity job descriptions ask for a bachelors degree in IT.
• 20 years old

• Studied cybersecurity modules as part of larger IT degree

• Still impressionable as to final career choice
53% Reported that they obtained their current position directly from their internship or internship contacts.
PASSION

DIVERSITY

OPPORTUNITY

Chatelle Lynch
Senior Vice President &
Chief Human Resources Officer
McAfee
A father and his son are in a car accident, taken to different hospitals

Boy arrives at a children’s hospital, father at the general hospital

The doctor on call is shocked and says: “I can’t treat this boy, he’s my son”

Q. Who is the doctor?

A. The boy’s mother!
Number of females in computer-related roles

- 1990: 32%
- 2000: 25%
- 2010: 25%
- 2018: 25%
Sam

- 15 years old
- Already has a clear idea on career path
- Good level of exposure to STEM at school

11
Age in which children, young girls consider STEM careers

15
Age in which teenagers typically decide NOT to pursue STEM careers
New Recruits

Sam
- 15 years old
- Already has a clear idea on career path / what to study
- Good level of exposure to STEM at school

Ashley
- 13 years old
- Loves Multiple Player Gaming Online

Carson
- 14 years old
- Competitive Little League Baseball Player

Jackson
- 16 years old
- Avid Video Blogger
- Currently planning college tours for senior year

Mia
- 17 years old
- Loves Competitive Cheerleading and Dance
- Currently planning for post high-school graduation

Anna
- 13 years old
- Loves robotics
Spatial awareness and problem solving skills start in infancy

Natalie

- 6 years old
- Looks to parents, teachers and other adults for role models
- More likely to have had limited exposure to STEM

6 months
McAfee Cyber Safety Program
Ages 5 - 17

500,000 children reached through partnerships and volunteers
100 volunteers globally
450 high school ambassadors certified
5,000 schools & orgs reached
10,000 volunteer hours
Natalie

6 years old
Looks to parents, teachers and other adults for role models
More likely to have had limited exposure to STEM

Kevin
• 5 years old
• Wants to be an Astronaut

Alicia
• 8 years old
• Wants to be a Neurosurgeon

Alex
• 8 years old
• Wants to be a Doctor

Emma
• 10 years old
• Wants to be a Teacher

Brody
• 7 years old
• Wants to be a Lawyer

New Recruits
5 Questions for Your Business

- Drive diversity at entry level positions.
- Invest in your team.
- Look for potentials not in cybersecurity.
- Create a passion for learning and inquisitiveness.
- Start with top talent – teach cyber.
The McAfee Pledge

We dedicate ourselves to keeping the world safe from cyber threats.

Threats that are no longer limited to the confines of our computers, but are prevalent in every aspect of our connected world.

We will not rest in our quest to protect the safety of our families, our communities, and our nations.
Q & A