



CYBER SECURITY
SUMMIT 2016

How to Attract and Retain Cyber Talent

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Agenda

- Determining what kind of talent you need
- Attracting the right talent
- Care and feeding of your talent
- Putting it all together

Team Makeup

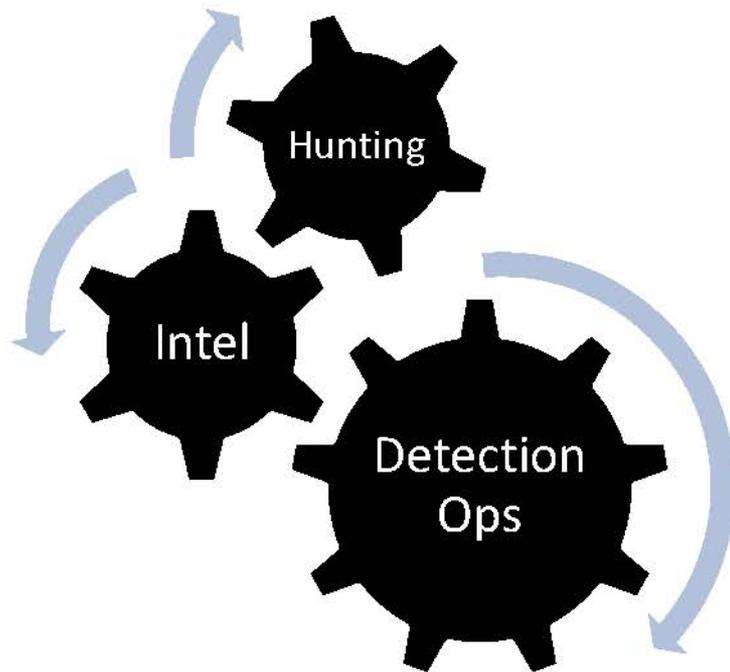
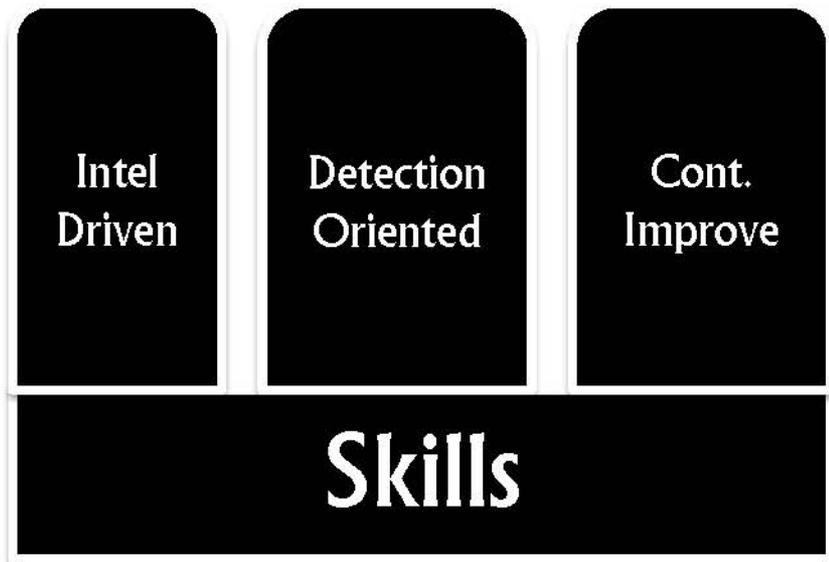
Key questions:

- Mission
- Objectives
 - Technical vs. Risk & Compliance
 - Insource vs. Hybrid
- Size & Budget
- Capabilities
 - Cyber Threat Intel
 - Custom Detection
 - Incident Response and Investigation
 - Red Team
 - Metrics & Measurement

Skills

- Network
- Host/OS (Windows, Mac, Linux)
- Incident Response & Investigation
- Reverse Engineering
- Intel Analysis
- Data Science
- Custom Detection Creation
- Red Team
- Coding & Development
- Six Sigma/Lean Process
- Management and Leadership

Cyber Security Program



Right Talent

- Mix of level 1, 2, and 3 folks
 - Level 1 – Desire & Aptitude
 - Level 2 – 2-3 years experience with solid skills and strong desire
 - Level 3 – 5+ years experience with great skills and mentoring capabilities
- Team-oriented individuals – No prima donna's!
- Need an extremely technical interview to weed out the buzzword/cert players
- Be able to cast a vision for the mission – what sets your opportunity apart from all of the other opportunities they have
- Pay competitively

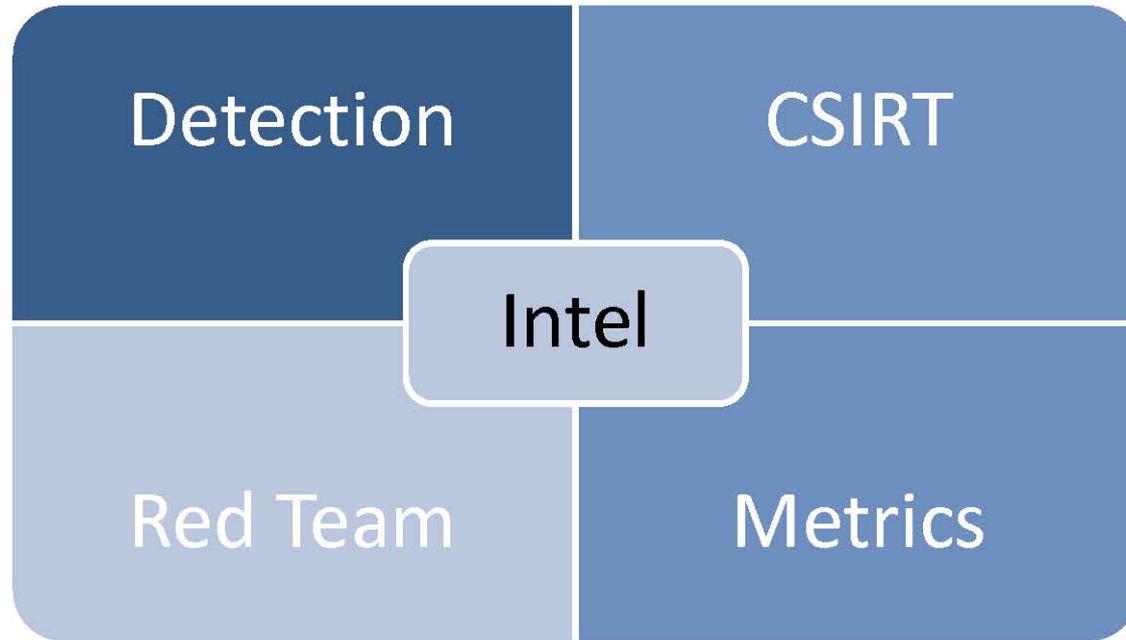
Care and Feeding

- Skill development time baked in
 - Public and security conference challenges
 - Internal workshops
 - Conferences and certifications
- Friendly competition
- Hard challenges
- Clear expectations
- Team work
- Recognition
- Culture, culture, culture

Putting it all together

- Accept up front you will need to put significant effort into team building
- Build mentoring opportunities into your processes
- Start with your key kernel of folks and build the team around them
- Depending on your budget and needs you may have only level 1 and 2 folks

Key Cyber Capabilities





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Thank You



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