



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

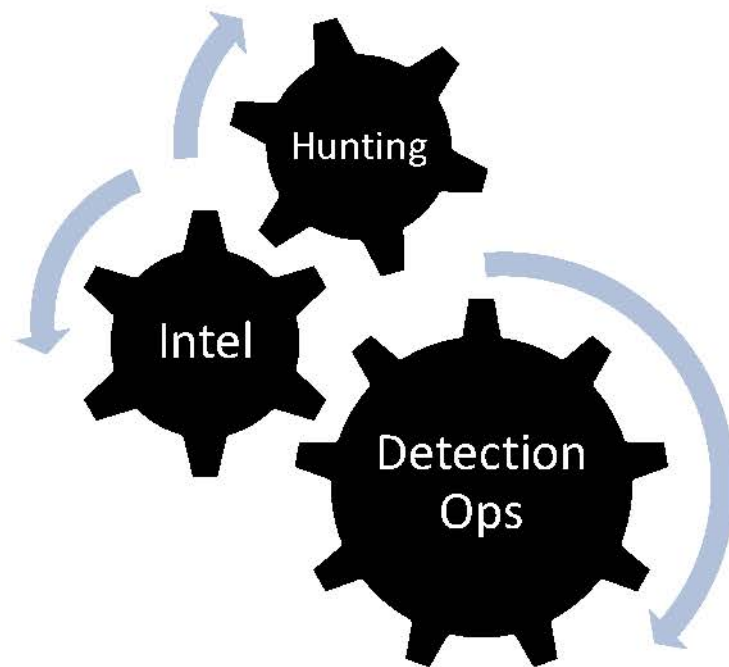
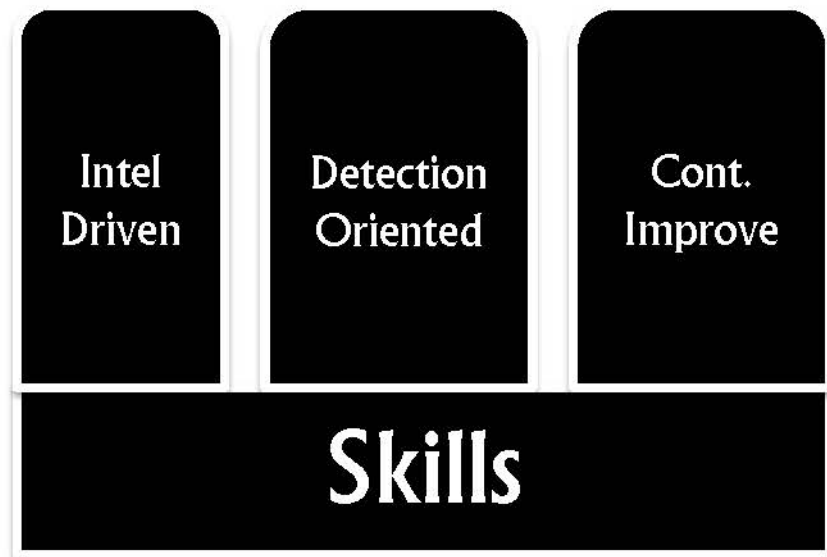
Key questions:

- 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

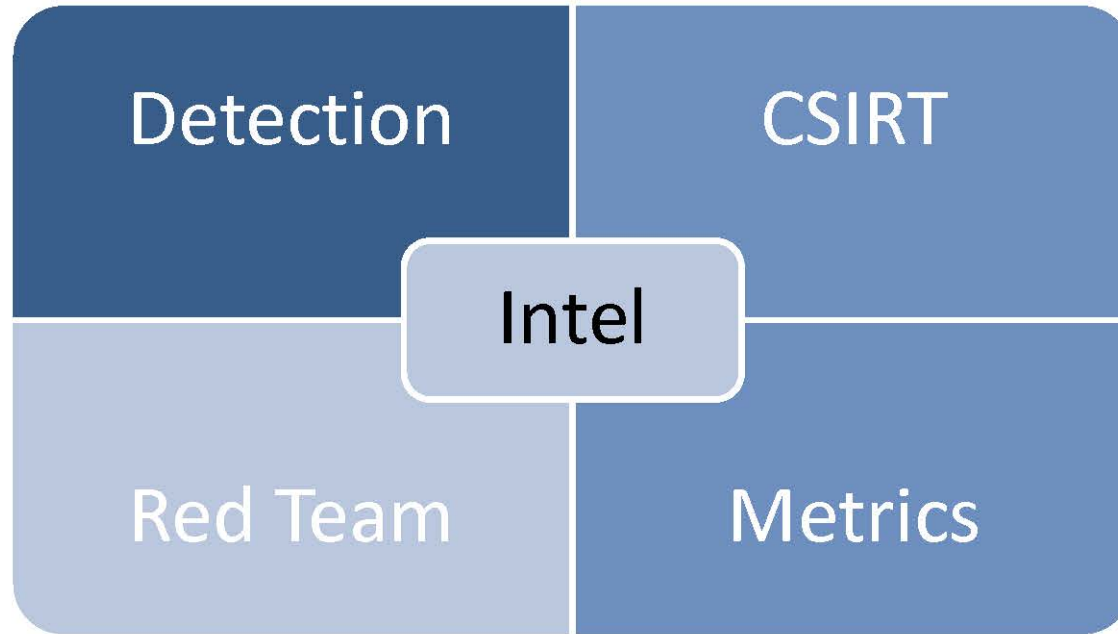
- Skill development time baked in
  - Public and security conference challenges
  - Internal workshops
  - Conferences and certifications
- Friendly competition
- Hard challenges
- Clear expectations
- Team work
- Recognition
- Culture, culture, culture

## 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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