Cybersecurity Job Seekers

2018 Insights and Trends

David Shearer, CISSP
(ISC)² CEO
Who’s This Guy?

» Lead (ISC)$^2$
  - Certified CISSP

» 30 years experience
  - Public sector CIO, architecture, security, engineering
  - Departments of Agriculture & Interior, Patent & Trademark office
    U.S. Coast Guard
What Are We Talking About?

» What motivates cybersecurity jobseekers
» Who we spoke to
» Key findings
» The Shearer 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
14% plan to pursue 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?
68% where my opinions are taken seriously
68% where my opinions are taken seriously

62% where I can protect people and their data
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 responsible 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
<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>88%</td>
<td>Invests in training &amp; certification</td>
</tr>
<tr>
<td>75%</td>
<td>Trains employees on security</td>
</tr>
<tr>
<td>63%</td>
<td>Clear job descriptions</td>
</tr>
<tr>
<td>50%</td>
<td>Invests in latest security tech</td>
</tr>
</tbody>
</table>
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
Our Diversity Challenge
26% minority representation within cybersecurity

21% minority representation in overall U.S. workforce
23% minority cybersecurity pros hold a **director or above** title

30% Caucasian cybersecurity pros hold a **director or above** title
62% minority cybersecurity pros have earned a master’s degree or higher

50% Caucasian cybersecurity pros have earned a master’s degree or higher
14% of the cybersecurity workforce is female.

17% of minority cybersecurity workers are women.
$115k
average minority salary in cybersecurity

$122k
average Caucasian salary in cybersecurity
$124k  Caucasian Males
$121k  Males of Color
$121k  Caucasian Females
$115k  Females of Color
32% of minority cybersecurity pros report some form of workplace description
49% of minority cybersecurity pros say mentorships are very important to foster diversity.
What did we learn?

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. We need to ensure our profession is inviting and rewarding for all
Learn More & Get Involved

» Get the *Hiring and Retaining Top Cybersecurity Talent and Innovation Through Inclusion: The Multicultural Cybersecurity Workforce* reports 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