CRAIG PETERSØN

AMERICA'S LEADING SECURITY COACH

HIRING CYBERSECURITY SPECIALISTS CHEAT SHEET

① Vital Hire

Priority #1
Priority #2
Priority #3
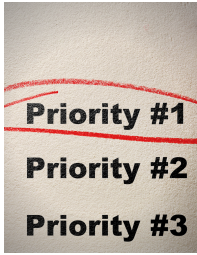
A cybersecurity specialist is vital to an organization's ongoing viability and performance. Ensuring the security of the company's information systems is a priority. Without someone actively at the helm you are at high risk of suffering a data breach that may take years to recover from.

② Attention to Detail

Cybersecurity requires someone with a great attention to detail, and the ability to quickly analyze and prioritize alerts.

③ Be Comprehensive

Hire people with a wide-range of skills and expertise. They will need to examine thousands of alerts affecting every aspect of your network-connected business. Specific understanding of the normal operations of your business will be critical. Hire strategically, covering all your security bases rather than over-hiring in one area, and leaving several others open to risk.

④ Up-skill Current Workforce

Additional training is one of the most valuable tools (and perks) you can equip your security employees with. helping them to develop their skills and advance their own careers. In this market, a cybersecurity employee who feels stagnated will find a new job Cybersecurity certifications probably offer the greatest benefits for your staff.

Recruit Strategically ⑤

Recruit specialists to help you strengthen specific areas of your security strategy.
Speak to your HR team about improving your recruitment strategy.
Taking a long-term approach and hiring talent that can help you mitigate the risks of the future and remain one step ahead of the curve.

- Look beyond traditional qualifications.
- Broaden your recruitment horizons.
- Don't discount those without traditional degrees who have real-world experience through internships or apprenticeships.
- Experience is often more valuable than qualifications alone.
- Job specifications should have the amount of required skills or qualifications to what is absolutely necessary.

Otherwise talented people who have the skills and experience will not apply because they lack formal qualifications.

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⑥ Values

The best places to work are those who understand the importance of a good work-life balance and offer their employees to flexibility necessary to facilitate this. Young people value job satisfaction over traditional linear career progression so offering a flexible working policy will help your company appeal to a wider pool of talent – graduates, working parents etc.

⑦ Replacement or New Hire
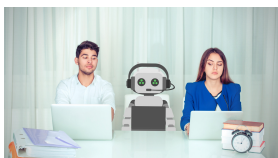
Think creatively about how to accomplish the work without adding staff (improve processes, eliminate work you don't need to do, divide work differently, and so forth).

Be Prepared to Pay ⑧

In 2019, one in four IT pros plans to seek new employment; millennials are most likely to job hop.

Job-hopping IT pros are primarily seeking better salaries and opportunities to advance their IT skills.

Just as you are looking to hire, IT pros are polishing up their resumes. IT pros want to earn more money, advance their skills, and find a better work-life balance.

Many organizations are finding it hard to find and recruit them because they command top salary figures when they are available especially when they have specialty skills. The 2019 base pay for an IT Professional with Cybersecurity Credentials is $133,166.

Cybercriminals, of course, aren't complaining. They're doing everything they can to take advantage of understaffed firms that have little ability to prevent, detect and responds to attacks.

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