

CyberTalent Assessments

SANS CyberTalent Assessments identify teams' strengths and gaps.

As the workforce development manager for your cybersecurity and IT teams, you need to regularly identify the breadth of skills and the depth of knowledge across your team.

Benchmarking team members' skills allows you to:

- Optimally allocate the resources you have to your highest priority roles
- Identify gaps that you need to fill
- Establish and roll out development and training programs that provide a career path for your staff to keep them productive and increase staff retention.

The eight web-based SANS CyberTalent Assessments empower organizations to identify individuals' skills and knowledge across various cybersecurity domains, predict potential success in training and certification programs, and provide additional data when comparing candidates.

Visit sans.org/assessments for more information.

How Assessments Improve Talent Management

1

Recruitment

Identify candidates with high potential or advanced skills.

2

Retention

Retain the top talent you have.
Improve professional development plans.

3

Performance

Maximize organizational effectiveness & workforce development.

Managers Use SANS CyberTalent Assessments in a Number of Scenarios:

- **Screening Potential New Hires:** Improve your ability to identify the best job candidates.
- **Evaluating Existing IT and Cyber Staff:** Develop more effective professional development plans.
- **Team Restructuring:** Identify where training is needed to position yourself for growth.
- **Identifying Skills Gaps:** Know where to invest in your current team.
- **Finding Hidden Talent:** Identify individuals with high aptitude for developing cybersecurity skills.

Easy & Convenient Assessment Delivery

- **Online Assessment Portal:** Manage your assessments via an online account. Distribute the assessment to candidates and review results from your account dashboard.
- **Real-time Results and Reporting:** Managers have immediate access to view and analyze candidates by skills and across various domains.
- **Intelligent Insights:** Individuals on your team are comparatively ranked in various skill areas. Assessment reports include training recommendations based on performance.

“We use CyberTalent Assessments as a recruitment tool during our hiring process as well as for assessing and determining training opportunities for existing employees. Using the Assessments during the hiring process has been very beneficial for allowing us to understand a candidate’s skill level.”

–JAKE DORVAL, SUITE PRACTICE MANAGER & ACTING GLOBAL SERVICES PRODUCT LEAD (SPL), RSA SECURITY

Our CyberTalent Assessments Tools:

Talent Pipeline Assessments

Identify high potential candidates:

- InfoSec Aptitude
- CyberTalent Enhanced (CTE)

Skills Assessments

Measure individuals’ skills and knowledge in key cybersecurity domains:

- Cyber Defense
- Penetration Testing
- Digital Forensics
- Application Security
- Industrial Control Systems (ICS)
- InfoSec Management

sans.org/assessments

Want to learn more?

Please contact your SANS account manager or email CTquestions@sans.org