The People to Secure Our Future

Judy Baker, Director Cyber Security Challenge UK
A story
Starts in the US,
Comes to the UK
Results in more and better people in UK jobs
The US Discovery

- Skills shortage
- Estimated need for 10,000+ cyber security.
- National competitions to attract talented people to the profession

Hasn’t the UK got the same problem?
The Problem. Results from Sans survey:

Shortage of skills - 90% have difficulty recruiting
Need increasing – c60% more jobs soon

And
50% fewer people apply for careers in IT (e-skills)
University places not all full
Interest and variety of jobs not well understood
Why are Cyber Security Jobs such a well kept Secret?

- What do people doing the jobs think?
- Profession still maturing
- Range of jobs growing
- Need good communicators, technical vision, problem solvers, policy makers, technical experts. Flexible, responsive, dynamic people.
Why are Cyber Security Jobs such a well kept secret?

Who do I need to hire for the future?

What credentials and courses show good skills?

What skills are going to be relevant?

Where do I find the best candidates?

What area should I focus on?

Where can my skills be applied?

Solving cyber problems is just an interest

How do I demonstrate my skills?

Employers

Candidates
Interest
Job or Course

Cyber job
First or second job

Vision of Destination Roles

Professional Body Guidance

Limit of Influence for Challenge

Challenge

Experience

Time

Cyber Expert And Role Model

Case Study

Case Study

Case Study

Case Study

Expertise Given Back to Professional Bodies
Cyber Security Challenge UK set up March 2010

Aims:

- Create richer & larger pool of cyber security talent
- Develop skills critical for Business, National Defence, Digital Economy, innovation and share knowledge
- Increase UK demand for University, other training places
- Raise awareness of the attraction of cyber jobs
- Enable people with talent
Progress:
Formed not for profit company - March 2010
Launched to Infosec community - April 27 2010
Gathered funds and starting business processes - May/June
Launch to candidates and first cipher challenge - July 2010
C4,000 registrations in 2 months
Run first competitions – Sept/Dec 2010
First winner Dec 2010
Face to Face Challenges - January 2011
Masterclass and Awards Ceremony - March 2011
Reach to Market
Coverage of launch event
Web and social networking
Careers officers/libraries.

The PWC Coding Challenge

- Propagated through website and social networking.
- New community c 1,000 and a demand for more!
- Will be run quarterly. Second challenge linked to Skills London conference – 3 challenges 3 levels.
Virtual competitions focused on skills needed

Finalists meet face to face
Winner of skills test

Masterclass – all winners of Skills tests - Cyber Security Champion UK

Enable career progression through prizes

Clarify what cyber security jobs are, why they are fun and what the career options are
Prizes are Career Enabling – winner of specialism
And Masterclass – examples below

- Bursary to Queens University
- Free Open University places
- Internships in major companies
- Places Detica Academy
- Places Sans Training Courses
- Opportunity to try the CREST test rig
- Membership of leading professional bodies BCS, IISP, ISAF and more
QinetiQ Network Defence Challenge – small network and medium network challenge – next year enterprise network? Face to Face – 2 Winning teams.

The Sans Treasure Hunt (website vulnerabilities) best 25 to Sophos face to face – over 3,000 registered to play. Winner.

UK Strand to the DC3 Digital Forensics Challenge – before launch 22 teams from UK, now 144. Winning team.
The Best Invited to Masterclass – HP Labs EADS

- Uses EADS simulator and HP Labs complex modelling skills. Expert Judging Panel

Cyber Security Champion UK

Awards Ceremony and a bit of blind dating
The Vision:

- Digital forensics
- Network defence
- Web security

- Risk Management
- Policy Making
- Legal Issues
- Network forensics
- Cloud computing
- Mobile technology
How might you get involved?
Competition sponsors
Platinum, gold, silver sponsors
Prize givers
Reach to Market

Why might you get involved?
Brand association - excellence in cyber security
Media and publicity opportunities
Recruit talented people

Get the right talented people to secure our future.
National Challenges
Any Non-Challenging Questions?

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