Hiring and Firing a SOC

David Nathans
Managed security for:

FORTUNE 500

U.S. AIR FORCE

Post breach recovery architect and CISO for:
Large breach retailer
Large international defense contractor

Partnership for peace

SIEMENS
How many usable IP addresses in a /29?

What is the subnet mask in dotted decimal notation?
How many usable IP addresses in a /29?
6
What is the subnet mask in dotted decimal notation?
255.255.255.248
QUESTION?

Have you ever solved the Rubix cube?

If yes, then how?
QUESTION?

Where do you see yourself in 5 years?

“I have a big interview tomorrow. Where do you see me in five years?”
STATS

- 1.5 million workforce shortage by 2019 – Cisco
- Average salary of a top paying cyber role, $225,000 – Dice
- IDC predicts that “by 2018, fully 75 percent of chief security officers (CSO) and chief information security officers (CISOs) will report directly to the CEO
- In a 2015 survey of 14,000 global respondents, Frost & Sullivan found that 62 percent of respondents felt they had too few security professionals
- Approximately 200,000 skilled workers join the workforce in 2015
TODAY'S ISSUES

What prevents an adequate security workforce:

• Lack of staff expertise
• Inadequate staffing
• Security positions compared to IT positions
• HR not proficient in hiring security resources
• Poor interviewing skills by non-technical managers
• Male dominated industry
Don’t be afraid to apply for a job that you think is above you.
Gaps in Security Skills
What is the biggest skill gap you see in today’s security professionals?

- Ability to understand the business: 72%
- Technical skills: 46%
- Communication: 42%

Source: “State of Cybersecurity: Implications for 2015,” ISACA and RSA; Based off responses from 842 IT professionals.
HOW TO HIRE

• Know exactly what you are looking for in a person
• Evaluate the minimal skill sets required
• Be hands on working with HR partners
• Post realistic job descriptions
• Don’t look to replace someone, look for someone new.
• Find someone better than you
HOW TO RETAIN

• Offer training programs
• Pay for professional certifications
• Improve compensation
• Flexible work schedules
• Allow attendance to industry events
• Role diversity
• Build recognition programs
• Executive leadership programs
KNOW WHEN TO QUIT / FIRE

- Organizational issues
- Job function failure
- Stagnation
- Lack of ability to integrate with staff
- Performance or reliability issues

Don’t hold on because you think you can’t find a replacement, don’t stay and be miserable because you think it’s hard to find a job.
Mary Chaney is the Director of the Security Operations Center for Johnson & Johnson. Prior to joining J&J, Mary was the Director of Incident and Data Management for GE Capital. Mary is a former Special Agent for the FBI where she investigated Cybercrime and also acted as the Information Systems Security Officer (ISSO) for the Los Angeles Field Division.
Deidre Diamond was the VP of Sales for the national technical staffing company Motion Recruitment, the first VP of Sales at Rapid7 (NYSE: RPD) and the CEO of Percussion Software and the Founder of not-for-profit thought leadership platform #brainbabe (brainbabe.org.)
MELISSA KAISER, DIRECTOR, SOCSOTER

Melissa Kaiser is the managing director of SOCSoter, Inc. A Managed Security Service Provider specialized in helping to secure Small to Mid-Sized businesses. She is a logistics and operations expert and trainer with deep roots in government and defense contracting. She was a Cyber Warfare officer in the United States Air Force and a graduate of The United States Military Academy, West Point.
The CyberTalent business of SANS focuses on helping clients find, develop, and retain qualified cybersecurity professionals. Jim is also part of the SANS VetSuccess and Women’s Academy programs which help bring new and diverse talent to this critical field. He also teaches human resources at the School of Human Resources and Labor Relations at Michigan State University. Jim has an extensive background in HR.
DISCUSSION / QUESTIONS
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