How to Conduct a Virtual Job Search

Deidre Diamond, Founder and CEO, CyberSN and Secure Diversity
About Me

Deidre Diamond,
Founder and CEO of CyberSN and SecureDiversity

CyberSN®
2014-Present

secure diversity
2015-Present

ISSA
Information Systems Security Association International

CEO 2011-2013

RAPID7
VP of Sales 2007-2011

motion
VP of Sales 1994-2006

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Agenda

State of the CS job market
Resume and Interview tips
Cybersecurity certifications
Q&A
The State of the Cybersecurity Job Market
LinkedIn says that 89% of tech professionals surveyed would be interested in hearing from a recruiter.

Currently, there are roughly half a million cybersecurity-related job openings in the United States with a projected need for 1.8 million additional cybersecurity professionals to fill the workforce gap by 2022.
Vague and impersonal job descriptions

SEO to blame

Job seekers don't get to see all jobs for which they are qualified

Hiring managers and HR are not using original content for job postings. This means job postings are vague, impersonal and geared to SEO. 60% of applicants are passive and won’t apply to vague job descriptions. Job seekers also don't get to see all jobs they are qualified for. They become frustrated with the time it takes to identify an interesting opportunity and thus settling on roles.

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Additionally, companies do not have a reliable source of cyber salary data and set initial salary expectations lower than the market. Compounding this is obstinate HR hiring practices.
Resumes and Interviews
Resume Formats

**Chronological**
- Most common format
- Recent position listed first
- Highlights work history

**Functional**
- Preferred format when changing careers
- Focuses on skills instead of work history

**Combination**
- Best of both worlds
- Combines chronological and functional formats
- Emphasizes skills while showing work history
Resume

• Quantify performance impact with numbers?
• Include keywords from the job description?
• Use different resumes for different positions?
• List experience with projects and tasks
• Update often
• CyberSN, KnowMore platform
Common Resume Mistakes

• Too many pages
• Spelling errors
• Adjusting for specific jobs
• Not listing achievements, “non-work”
• Difficult to read
• Does not tell a story
Video Interviewing Tips

• No distractions
• Dress professionally
• Be very early
• Look at the camera
• Find something to connect about
• Smile!! :)
• Make eye contact
Cybersecurity Certifications
Common Certifications

- CISSP (ISC)²
- Security+ (CompTIA)
- CEH (EC-Council)
- CISM (ISACA)
- CISA (ISACA)
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Differentiate

- CTF’s
- Bootcamps
- Practice interviewing with friends/family
Common Certification Mistakes

- Wrong certifications
- Not meeting certification requirements
- Letting certifications expire
Resource Links

- isc2.org
- isaca.org
- Issa.org
- eccouncil.org
- sans.org
- iapp.org
- comptia.org
- offensive-security.com
- cloudsecurityalliance.org
Thank you for joining me today

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CyberSN
Secure Diversity

Twitter
@DeidreDiamond
@Cyber_sn
@SecureDiversity

Websites
www.cybersn.com
www.securediversity.org

Instagram
@cybersn
Create a profile and allow employers to find you. Once you create a profile, you will be notified when an employer is interested in you.

Name, contact information, employment location, education graduation dates, and gender are unnecessary to make job matches.

The KnowMore profile is exportable and available for use as a cover letter or resume supplement.

https://knowmore.cybersn.com/