



ISSA
Information Systems Security Association
International

www.issa.org

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

percussion

CEO 2011-2013

RAPID7

VP of Sales 2007-2011

motion
RECRUITMENT PARTNERS

VP of Sales 1994-2006

CyberSN[®]

Agenda

State of the CS job market

Resume and Interview tips


Cybersecurity certifications

Q&A





The State of the Cybersecurity Job Market



89%

LinkedIn says that 89% of tech professionals surveyed would be **interested** in hearing from a recruiter.

500,000 Jobs

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**.

Job Searching is Broken



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.

Job Searching is Broken



Unreliable salary
data



Internal HR hiring practices



Delayed in engaging
specialized recruiters

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

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



- **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)**



Certifications by Functional Areas



Incident Response

- GCIH (SANS)
- GCIA (SANS)
- GMON (SANS)
- ECIH (EC-Council)

Forensics

- GCFE (SANS)
- GCFA (SANS)
- GREM (SANS)
- CHFI (EC-Council)

Privacy

- CIPP (IAPP)
- CIPM (IAPP)
- CIPT (IAPP)

Penetration Testing

- OSCP (Offensive Security)
- GPEN (SANS)
- GWAPT (SANS)
- CEH (EC-Council)

Cloud Computing

- CCSP (ISC)²
- CCSK (CSA)

Audit

- CISA (ISACA)
- GCCC (SANS)

Management

- CISSP (ISC)²
- CISM (ISACA)
- CCISO (EC-Council)

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



LinkedIn

Deidre Diamond

CyberSN

Secure Diversity

Websites

www.cybersn.com

www.securediversity.org

Twitter

@DeidreDiamond

@Cyber_sn

@SecureDiversity

Instagram

@cybersn

CyberSN[®]

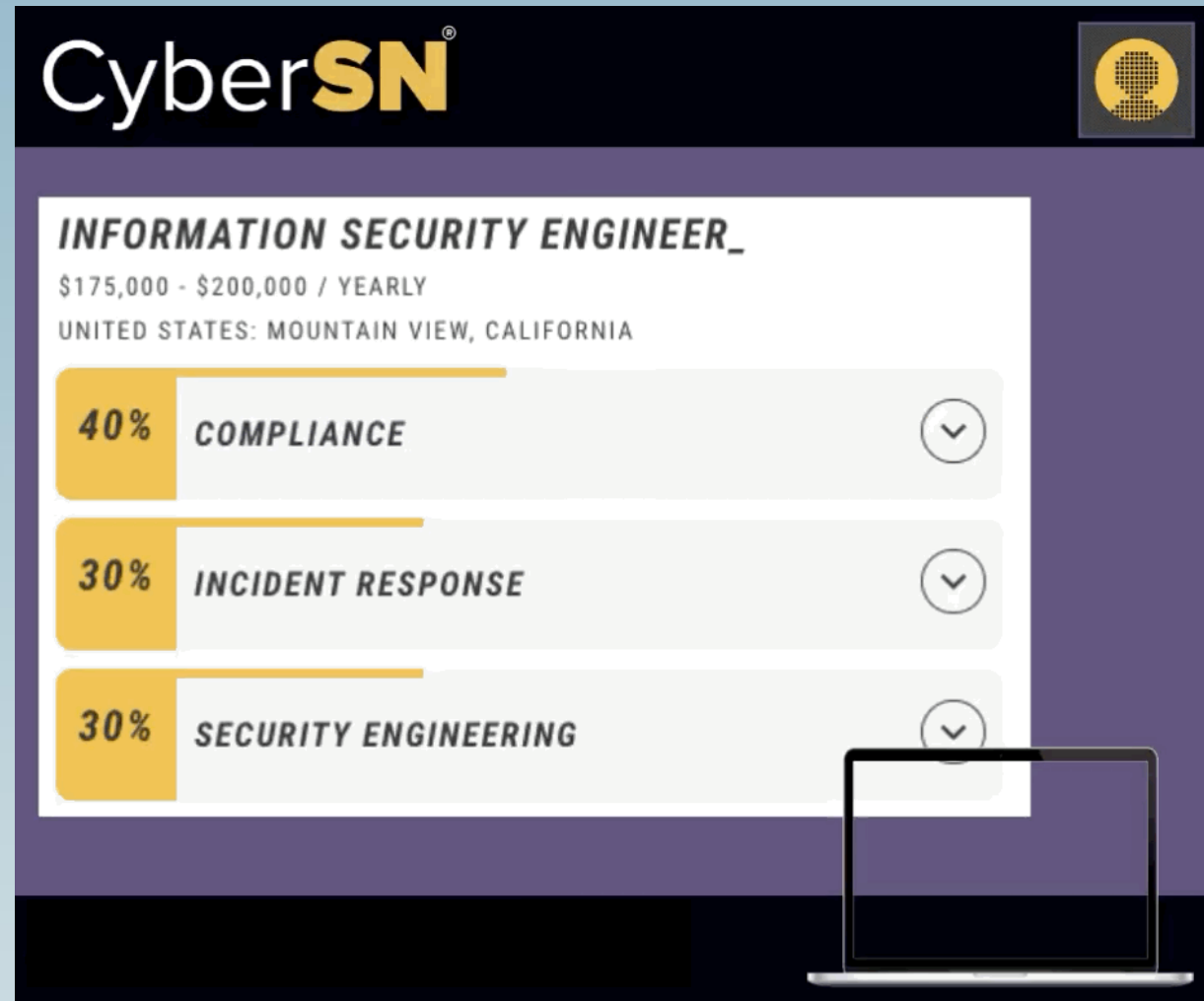
KnowMore

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/>



The screenshot shows a user profile on the CyberSN website. The profile is for an "INFORMATION SECURITY ENGINEER_" with a salary range of "\$175,000 - \$200,000 / YEARLY" and location "UNITED STATES: MOUNTAIN VIEW, CALIFORNIA". The profile features three skill categories: "COMPLIANCE" at 40%, "INCIDENT RESPONSE" at 30%, and "SECURITY ENGINEERING" at 30%. Each category has a progress bar and a dropdown arrow. A laptop icon is visible in the bottom right corner of the screenshot.