

Where Do I Go From Here?

A Career Guidance Tutorial for Information Security Professionals

Presented by
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Purpose

- Provide you with effective ways to advance your career in the field of information security
- Help you set goals and develop a plan to achieve them

Bill Sieglein, CISSP

- Director Security Solutions
- 20+ Years in IT specializing in Infosec
- BS Computer Science (Univ.MD) and MS Technical Management (JHU)
- Book “*Security Planning & Disaster Recovery*” with Eric Maiwald
- My wife refers to me as a NERD

Interesting.....

- *“Now, most organizations realize that qualified personnel, armed with the best qualifications, are necessary to protect information assets. It is clear that personnel are the only resource that can create and implement a security policy for an organization, and strike a balance between business risk and costs.”*

Wanted

- **Title:** Information Security Consultant

Location: Corporate Headquarters

Position: Full Time

Salary: \$90,000 - \$125,000 per year

Desired Education: BS or MS in Information Technology or related field

Desired Experience: 5 to 8 years system security and controls experience

So... Why Are you In This Tutorial?

- I want to make more money
- I want to be more important
- I want to make a bigger impact on the industry
- I want to retire earlier
- I want to get into information security
- I want to get out of information security
- I figured this session would have low attendance and I could take a nap

First Jobs

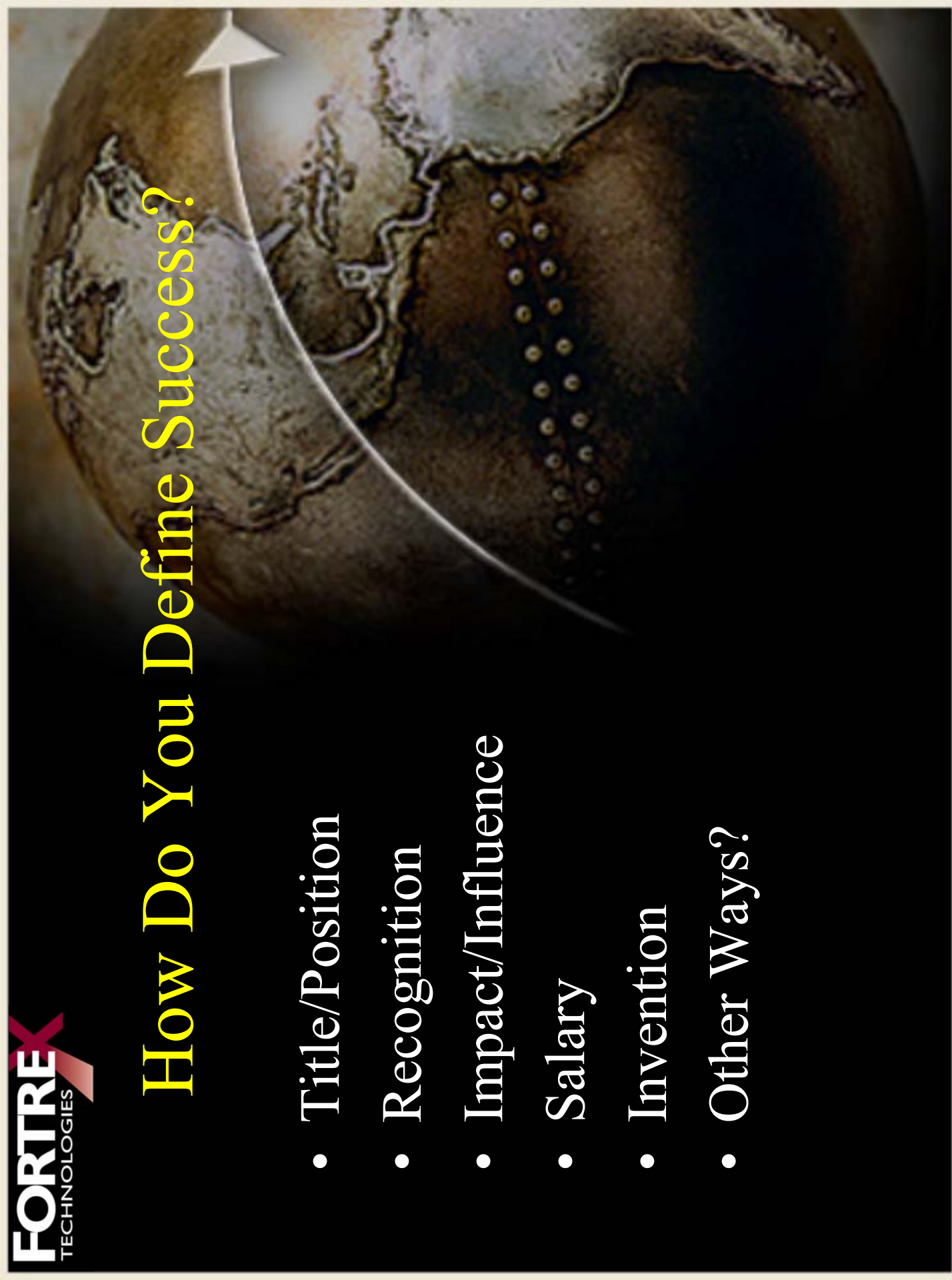
- Do you remember your first job?
- “I woke up one-day and knew I was going to be an information security professional”
- “All my life I wanted to be an infosec guru”
- “It seems like a growing field so I thought I’d take a shot”
- “It was a natural outgrowth of what I have been doing”
- “It was either this or make latte’s at Starbucks”

Where can you go?

- Product Vendors
- Consulting
- Corporate Information Security
- Government
- Academia

How Do You Define Success?

- Title/Position
- Recognition
- Impact/Influence
- Salary
- Invention
- Other Ways?



Some Successful Information Security Professionals

- **Bruce Schneier** - Counterpane founder, author, speaker
- **Rhonda McLean** — Dir of Corporate Information Security Bank of America, Coordinator of the Financial Services Sector Coordinating Council
- **Eugene Spafford** - (Center for Education and Research in Information Assurance and Security) – recently appointed to President's IT Advisory Council (PITAC)
- **Howard Schmidt** –Former deputy cyber-security czar, CSO Microsoft, Board of Sygate
- Should your name be here?

Getting to Your Infosec Career Destination

1. Set a Goal – where you want to be.
2. Develop a Plan – how to get from where you are today to where you want to be
3. Get Into Action – start executing the steps in your plan
4. Check Your Progress – measure your success as you go

Step 1 – Set a Goal

- What's the objective
 - Money, title, recognition
- Management or Technical
- Corporate IT or Consulting
- Time Frame
- Goal worksheet

Step 2 – Develop a Plan

- What will it take to get where you want to be?
 - ...in the near term
 - ...in the mid term
 - ...in the long term
- Consider:
 - Education/Training
 - Certifications
 - Experience

Step 2 - Personal Inventory

- What I do well/not so well
- My experience
- My training
- Likes/Dislikes
- Personal Inventory Worksheet

Step 2 - Education and Training

- Success comes from a variety of backgrounds (audience survey)
- Technical undergraduate helps
- Management graduate degree very helpful
- *“In order to compete for a current CSO opening you should consider: an undergraduate degree (although an advanced degree is preferred) ...” Joyce Brocaglia – Alta Associates.*

Step 2 - Undergraduate Degrees

- Although any degree will do these are the ones to get you ahead....
 - Information Systems Management
 - Computer Science/Engineering
 - Electrical Engineering

Step - 2 Graduate Degrees

- Information Systems
- Management/MBA
- Technical Management – JHU

Step 2 – Industry Certifications

- Industry Specific
 - CISSP (ISC2) more general and broad
 - GIAC (SANS) more technical and hands on
 - CISM (ISACA) competing with CISSP for auditors
 - CISA (ISACA) audit-focused
- *“Although certification alone is not indicative of performance, it does show a certain level of expertise in the subject matter.” Joyce Brocaglia – Alta Associates*

Product /Vendor Certifications

- Technical or Product-Specific
 - MC??
 - CC??
 - Checkpoint
 - Others???

Step 3 – Execute the Plan

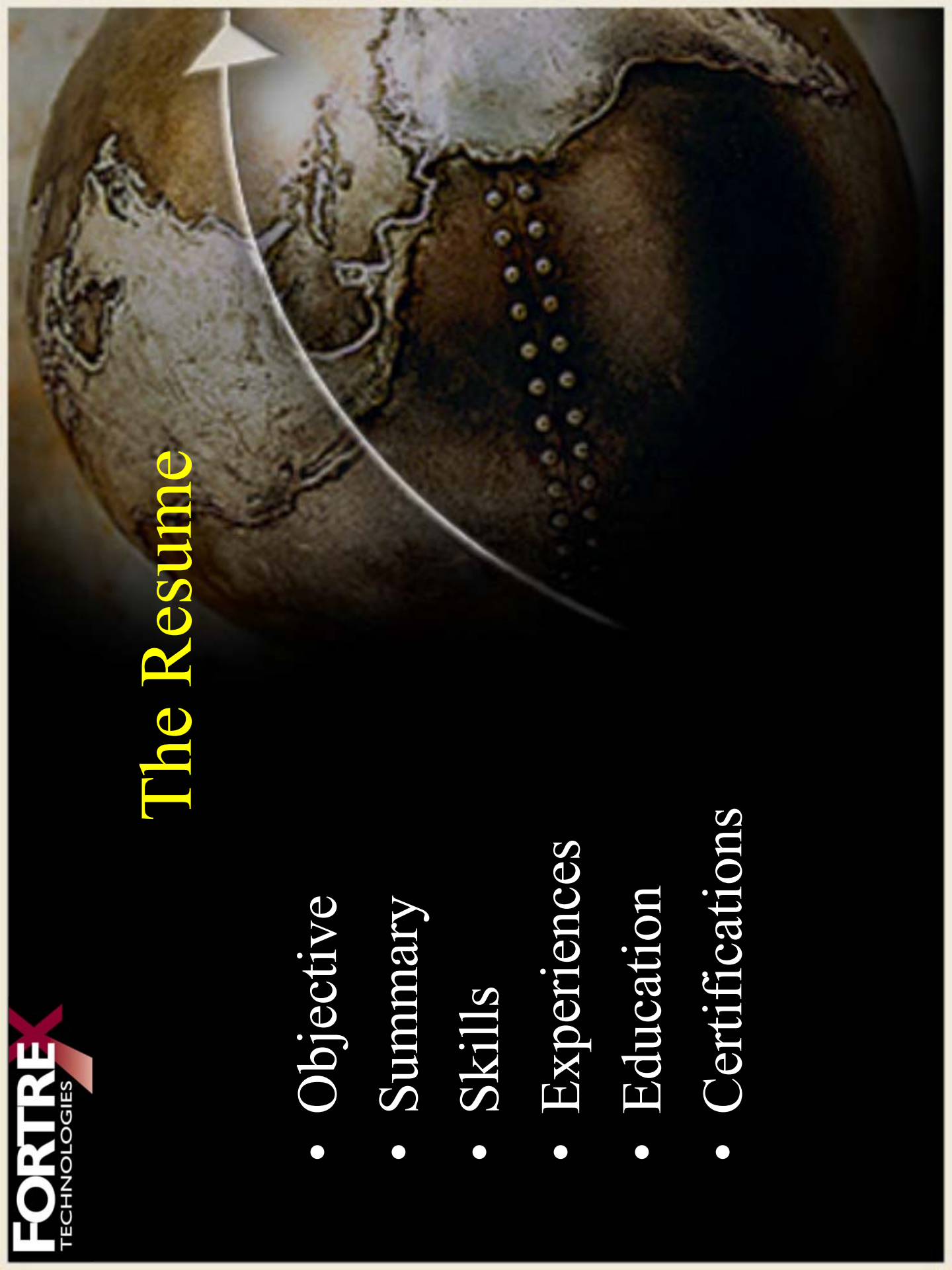
- Enter the field
- Get the experience – volunteer for jobs, get in the lab
- Get the training – pay for it yourself if you have to
- Get the certs

Step 3 – Experience (build that resume')

- Technical
 - Touch many products
 - Niche focus (can pigeon-hole you)
- Management
 - Project and functional
- Additional responsibilities
- Internal moves
- Promotions
- Job changes

The Resume

- Objective
- Summary
- Skills
- Experiences
- Education
- Certifications



Obvious Resume Pointers

- Correct spelling!!!!!!!!!!!!!!!!!!!!
- Good grammar!!!!!!!!!!
- Catchy summary
- Meaningful objective
- Sufficient experience detail (not too much)
- Current

One Resume

- Objective: To find a really exciting job in a fast-paced company offering growth potential.
- Summary of Experience and Skills: I have over 12 years experience with many types of information systems and have numerous certifications. I am a hard-working individual with good listening and writing skills and I learn new technologies rapidly.

A Better Resume

- **Objective:** To establish or improve an information security program for a successful organization.
- **Summary of Experience and Skills:** I have over 10 years of career growth and success in information security. I have extensive experience with a wide range of technologies and have successfully managed projects and teams of people to lower risk. I have achieved several industry certifications and am active in several industry organizations. I have been published and am asked to speak at conferences across the country.

Resume' Exercise

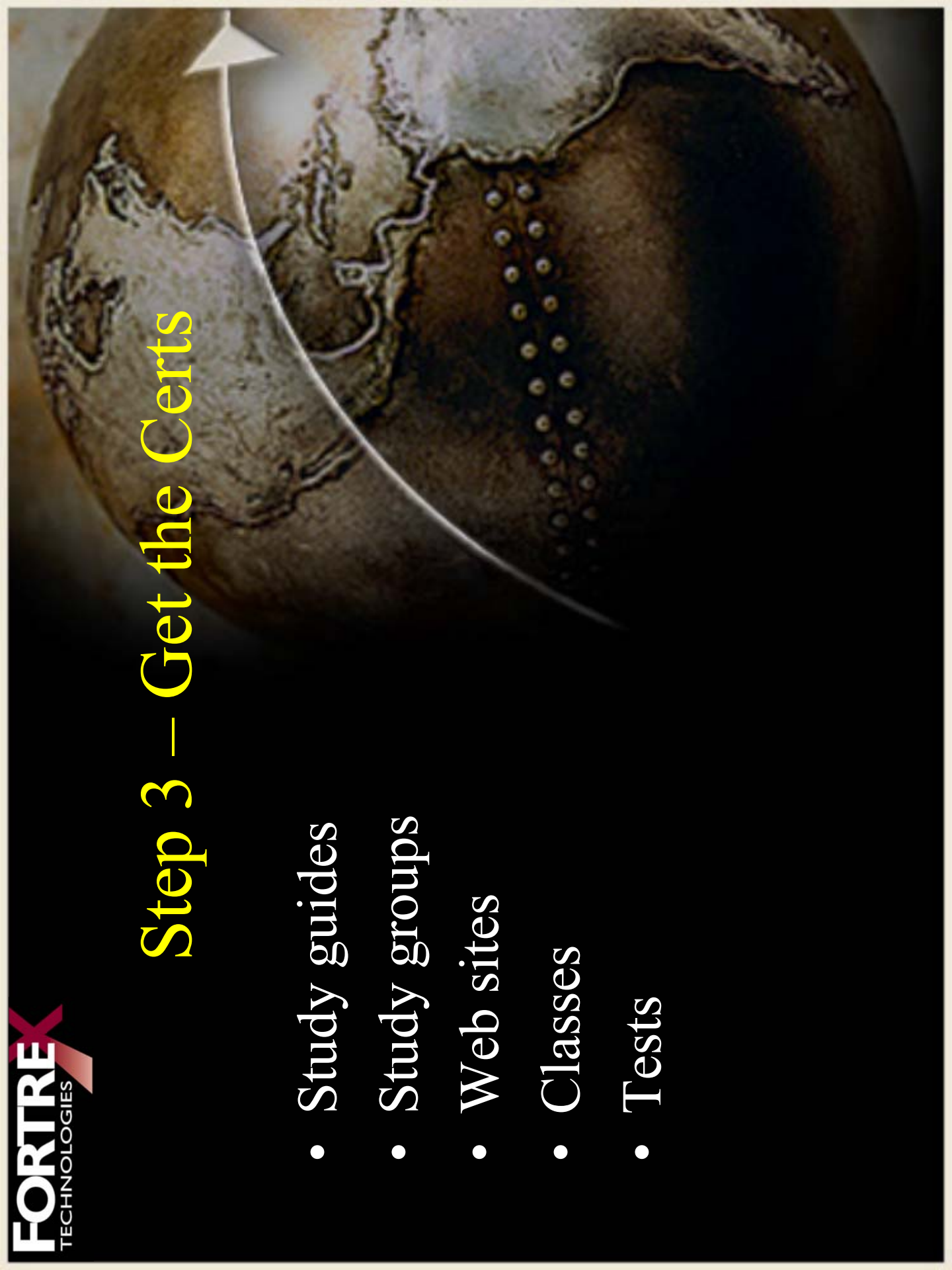
- Summary – key to opening their eyes and making the cut
- Objective – show them you want to advance

Step 3 – Get the Training

- Tech Training Centers
- College
- Conferences
- NSA's National INFOSEC Education & Training Program – list of 50 schools designated as centers of academic excellence in information security education. See the list at <http://www.nsa.gov/isso/programs/nietp/newspgl.htm>

Step 3 – Get the Certs

- Study guides
- Study groups
- Web sites
- Classes
- Tests

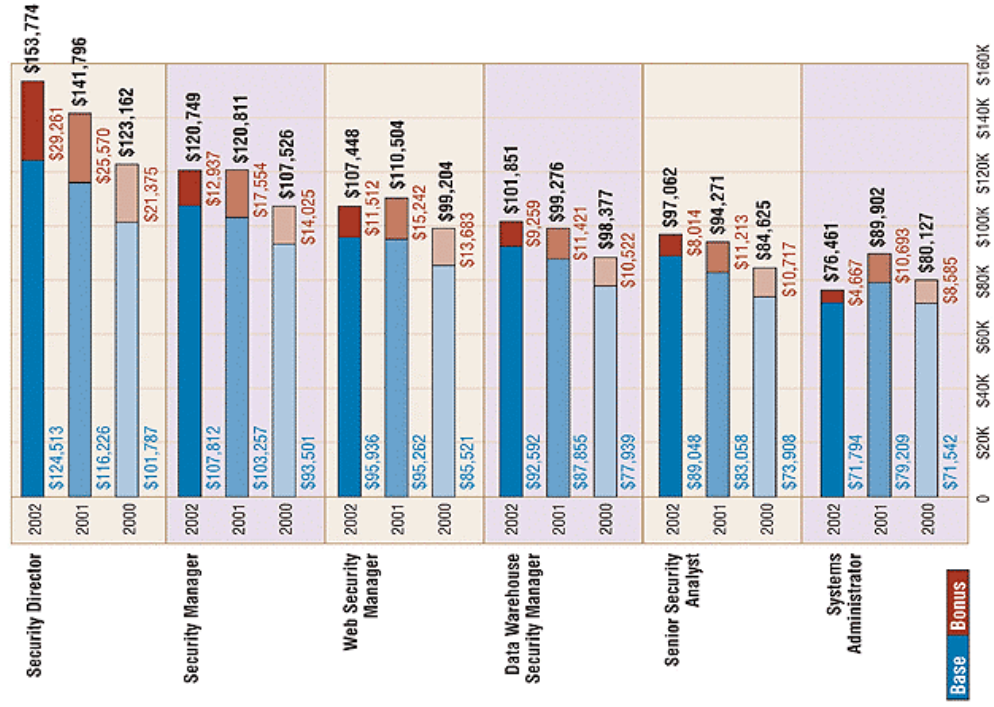


Step 4 – Check Progress

- Revisit your plan at least annually
- Make adjustments as necessary
- Consider a mentor - accountability

What can you expect to make?

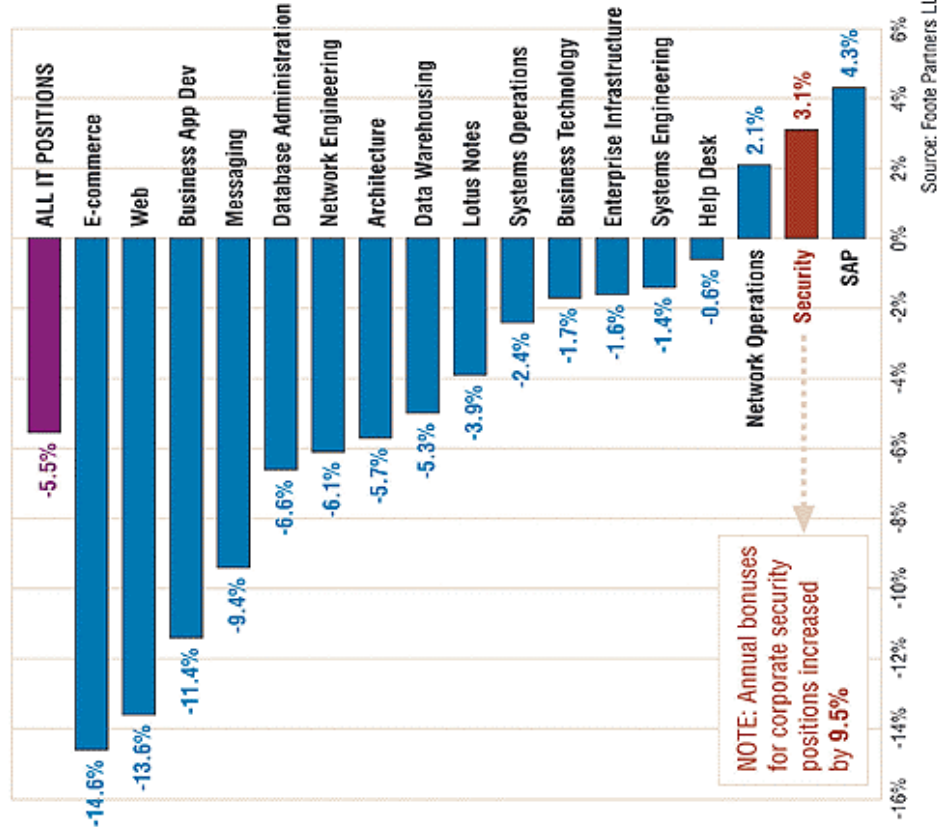
FIGURE 1: Annual Base Salary & Bonus



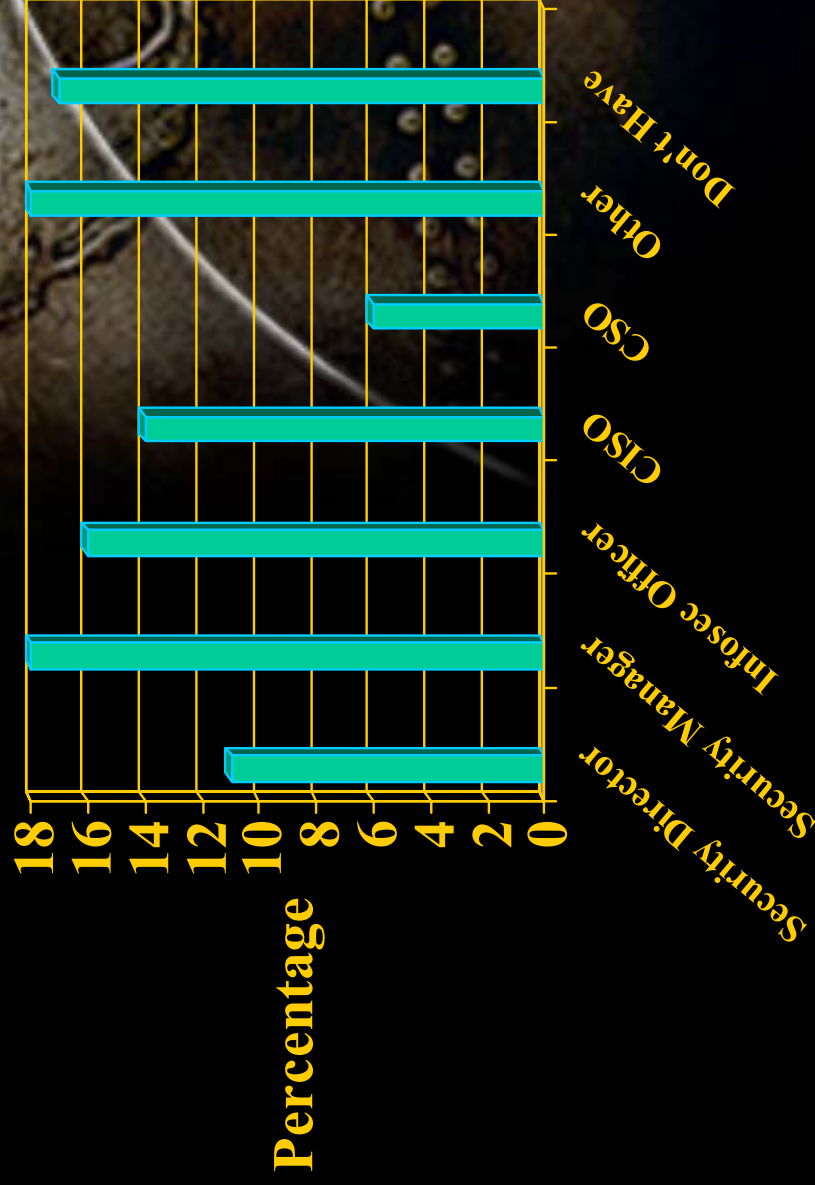
Source: Foote Partners LLC

Even more interesting...

FIGURE 2: Annual Base Salary Change, 2001-2002

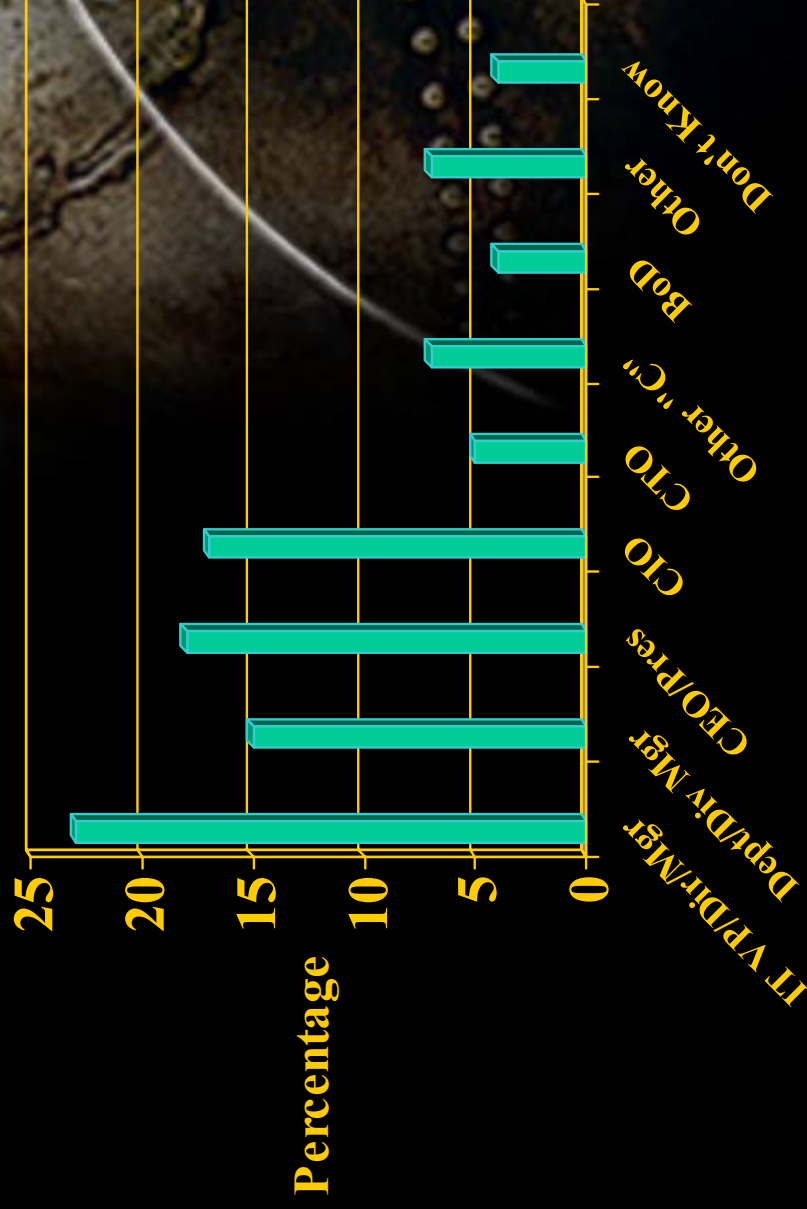


What might your title be?



Titles

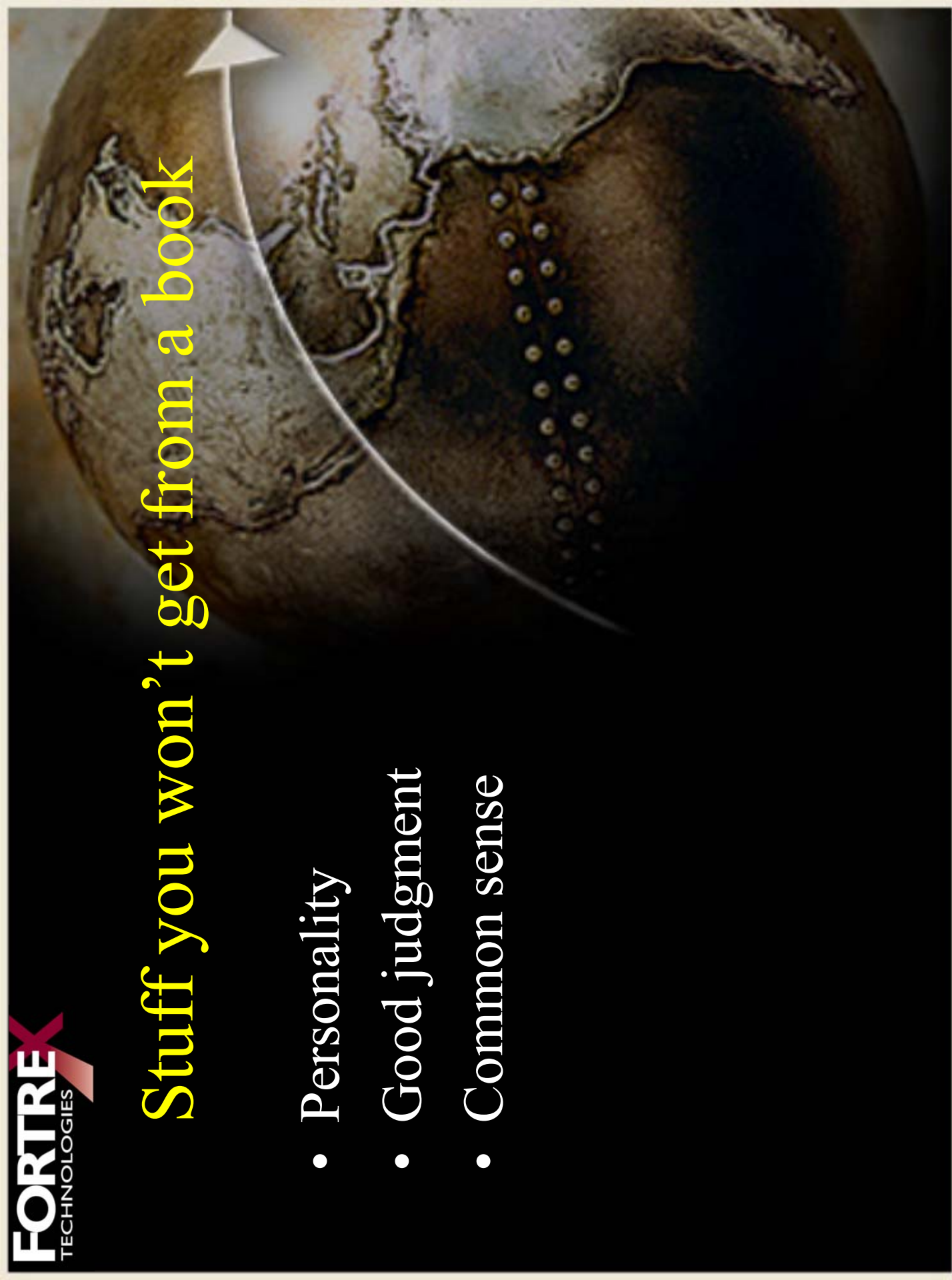
To whom will you report?



Reports to....

Stuff you won't get from a book

- Personality
- Good judgment
- Common sense



Bill's 2¢ (lessons from an old guy)

- Go after what you want
- Control your career not the other way around
- Don't wait until it's too late
- Take some risks
- Think outside the box

Okay – you get 4¢ today

- Try to think past tomorrow
- Find a mentor or 3
- Get involved
- Publish
- Speak

The Outlook....

- “Infosec compensation has shown *astonishing staying power*... Base salary, certification premium pay and bonus pay for security professionals continued to climb--albeit more slowly--while compensation for almost all other IT categories sank.”
- “The bottom line: With above-average pay performance in security-related jobs posted for a second straight year¹, and an enormous upside potential for long-term career advancement, *many of IT's best and brightest will gravitate to the field as it evolves and expands.*”

References & Special Thanks

- www.altaassociates.com - Joyce Brocaglia
- www.infosecuritymag.com – Andrew Briney
- www.isc2.org

Questions?

