



DR. SANDRA J. BLANKE, CISSP, CRISC

Cybersecurity Program Director and
Associate Professor of Cybersecurity
University of Dallas

Satish & Yasmin Gupta College of Business

SESSION DETAILS

Title:

Repair Broken Cybersecurity Hiring With Realistic Job Requirements & Expanded Candidate Sources

Objective:

Provide Cyber professors and Employers suggestions on how we can all work together more effectively to fill cybersecurity positions

PRESENTER:

Dr. Sandra J. Blanke, CISSP, CRISC

*Cybersecurity Center Program Director & Associate Professor of Cybersecurity
University of Dallas Satish & Yasmin Gupta College of Business*

SESSION ID:

Lightening Talk – Proposal ID#: LT750 – June, 2023

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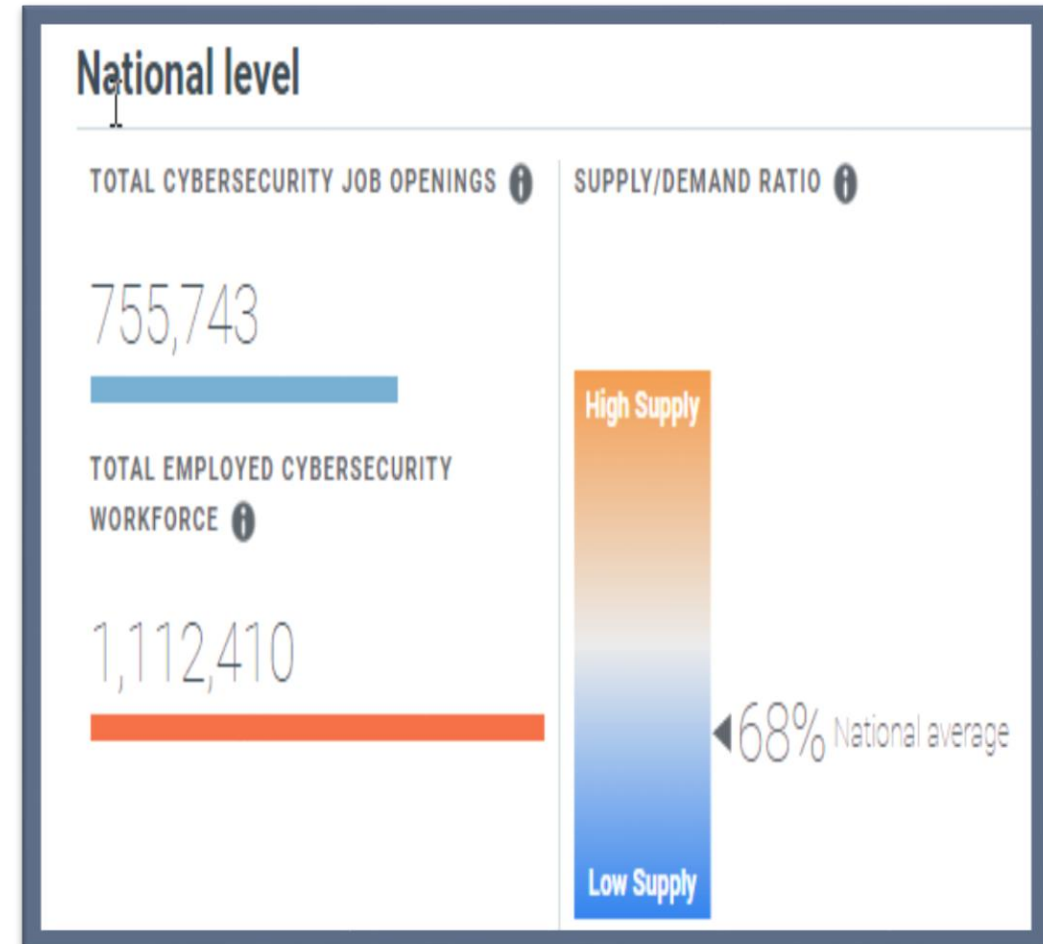
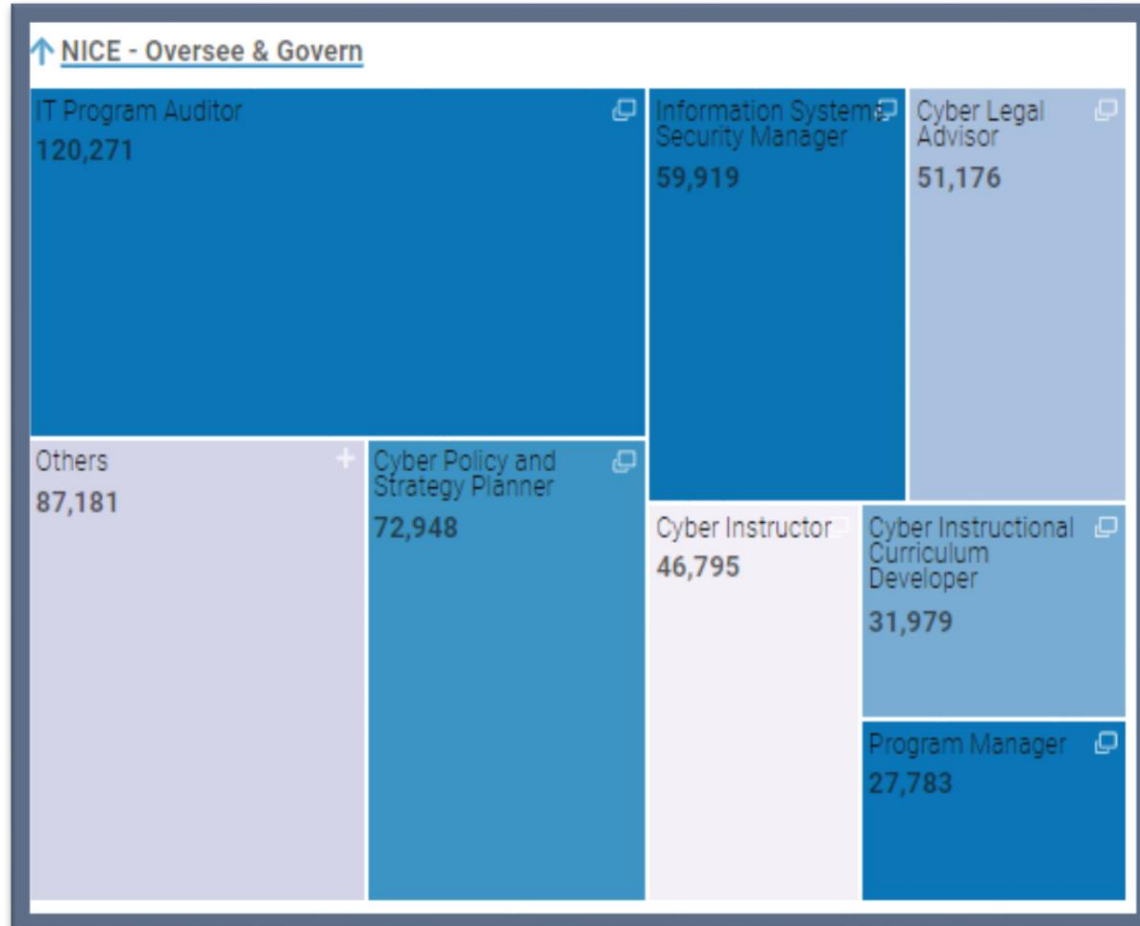
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HEAT MAP RESULTS



OVERSEE & GOVERN 357,786 VACANCIES



<https://www.cyberseek.org/heatmap.html>

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ACCESSCYBER

We Reviewed 10,584 Cybersecurity Job Postings — Here's What We Learned

Job Search • Careers
Written By AccessCyber Staff

JOB
MARKET



<https://accesscyber.co/blog/10000-cybersecurity-jobs>

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CAE
IN CYBERSECURITY
COMMUNITY

Finding your first role
in cybersecurity still
proves to be
challenging

- Employers are seeking the “unicorn” candidate
- Years of Experience
- Certifications they are not qualified to obtain
- Less pay
- Perfect Match
- Despite claims of demand for ‘millions of cybersecurity professionals’, finding your first role in security still proves challenging.

CYBERSECURITY HIRING IS BROKEN: PUTTING ORGANIZATIONS AT RISK



- 71% of the Cyber roles – Junior / Entry
- Salary Levels \$53K to \$114K
- 18% report security clearance
- 12% required coding – Python
- 83% Certifications –Security+ & CISSP
- 92% frameworks & GRC
- 11% Remote
- 90% Soft skills
- 24% undergraduate degree

WSJ

KNOWING
HOW TO
GET A JOB

WSJ INTERVIEW WITH
DR. SANDRA J. BLANKE

BUSINESSJOURNAL REPORTS: TECHNOLOGY

What to Know About Getting a Job in Cybersecurity

There are lots of openings. But what kinds of applicants are they looking for?



Several hundred colleges and universities have been designated as National Centers of Academic Excellence in Cybersecurity.

<https://www.wsj.com/articles/job-cybersecurity-what-to-know-11670014135>



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RESETTING HIRING PRACTICES

HOW CAN UNIVERSITIES HELP TO ALIGN AND RESET HIRING MANAGER EXPECTATIONS?

- Utilize your advisory board members in government, corporate, and your career services organizations.
- Become familiarized with Cyber Seek and the NICE Workforce Framework Categories.
- Identify the technical skills needed and how much of the job is technical.
- Identify the non-technical skills: frameworks, security awareness, written and verbal skills, critical thinking and problem solving, risk management, access controls, team work, project management.
- Determine how much experience is needed and in what area.
- Select what certifications are required: Security+, CISSP®, CEH®
- Understand salary expectations for this position within the job market.

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SPOTLIGHT YOUR STUDENTS' SUCCESSES



Matthew Davis

Sr. Consultant – Zaviant Cybersecurity and Data Privacy

<https://udallas.edu/cob/academics/cyber-student-profiles/matthew-b-davis.php>



Alexa Reubens *Director Global Security – Citrix*



Brian Wrozek

Principle Analyst, Operational Technical Security – Forrester

<https://udallas.edu/cob/academics/cyber-student-profiles/matthew-b-davis.php>

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THANK
YOU

Sandra J. Blanke, Ph.D., CISSP, CRISC

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