IT TAKES A VILLAGE

Kimber Dowsett
Truss
@mzbath
OHAI IT’S BAT!

➤ Director of Security Engineering at Truss

➤ Formerly with US Government at NASA and 18F

➤ Background in incident response, pentesting, malware analysis, coordinated disclosure and bug bounty programs

➤ Bats are amazing

➤ Comic books are boss

➤ I came for all your chocolates
“It takes a village to raise a child.”

-African Proverb
SHALL WE PLAY A GAME?

Sun is up, I’m a mess.
SHALL WE PLAY A GAME?

Sun is up, I’m a mess.

Chandelier
Sia, 2014
THE TALENT PIPELINE

Work’s been sent our way that could last a lifetime.
THE TALENT PIPELINE

Work’s been sent our way that could last a lifetime.

Pipeline
Depeche Mode, 1983
JOBS!

➤ By 2021, there will be around 3.5 million unfilled cybersecurity positions.
➤ The talent crisis is real.
➤ We can’t rely on technology to solve a people problem.
➤ Burnout is coming.
➤ Everyone gets a shell.
RECRUITING

What you’re looking for has been here the whole time.
CHALLENGES

➤ Budget
➤ Company Reputation
➤ Narrow hunting grounds
➤ Distributed teams
➤ Job Descriptions and the 10:6
UNCONSCIOUS BIAS

I think there’s a fault in my code.
UNCONSCIOUS BIAS

I think there’s a fault in my code.

Gasoline
Halsey, 2015
UNCONSCIOUS BIAS

➤ Prejudice
➤ Racism
➤ Sexism
➤ Discrimination
➤ Stereotypes
➤ Tribalism
Oh, I get by with a little help from my friends.
Oh, I get by with a little help from my friends.

With a Little Help from My Friends
The Beatles, 1968
HOMIE DON’T YOU KNOW ME

➤ Networking builds trust
➤ Referral bonuses
➤ Social media
➤ Start networking today!
SEE AND BE SEEN

I don’t exist when you don’t see me.
SEE AND BE SEEN

I don’t exist when you don’t see me.

When You Don’t See Me
Sisters of Mercy, 1990
TIPS FOR EMPLOYERS

➤ Focus on your brand
➤ Accurate job descriptions
➤ Phrasing
➤ Take chances
TIPS FOR JOB SEEKERS

➤ Do your research
➤ Tune up your resumé
➤ Practice interviewing
➤ Take chances
➤ Go with your gut
Hiring

Come on, give me a break, will you?
HIRING

Come on, give me a break, will you?

Take a Chance on Me
Abba, 1978
CHALLENGES

➤ Budget
➤ Human Resources
➤ Job descriptions
➤ Filters
RETENTION

Only time will tell if you can break the spell…
RETENTION

Only time will tell if you can break the spell...

Stay
Shakespeare’s Sister, 1992
WHY DID THEY LEAVE?

➤ Money
➤ Work culture
➤ Unconscious bias
➤ Professional development
➤ Work/life balance
➤ Burnout is real
It must have been cold there in my shadow.
It must have been cold there in my shadow.

Wind Beneath my Wings
Bette Midler, 1988
HIRED. NOW WHAT?

➤ Talk about careers, not just jobs.
➤ Training
➤ Speaking
➤ Learning
➤ Teaching
➤ Team Leads have dreams, too.
MENTORSHIP

It takes two to make a thing go right.
MENTORSHIP

It takes two to make a thing go right.

It Takes Two
Rob Base & DJ E-Z Rock, 1988
WHAT DOESN'T WORK

➤ Poor communication
➤ No clear goals
➤ Lack of commitment
➤ Broken promises
➤ Quitting after a failure
➤ No measures for success
➤ Gatekeeping
WHAT WORKS

➤ Communicate expectations
➤ Agree on goals
➤ Do the work
➤ Keep promises
➤ Capture failures
➤ Measure success
➤ Be the change you want to see in the world
SMASH US VS. THEM

All it does is promote fear and consternation.
SMASH US VS. THEM

All it does is promote fear and consternation.

Them and Us
Bad Religion, 1996
WE’RE A “WE” NOW

➤ There’s enough pie for everyone.

➤ Their success isn’t your failure.

➤ Silos are garbage.
SECURE ALL THE THINGS

I consider it a challenge before the whole human race.
SECURE ALL THE THINGS

I consider it a challenge before the whole human race.

We are the Champions
Queen, 1977
FINAL THOUGHTS

➤ Security is a journey, not a destination.
➤ Don’t hoard knowledge.
➤ We’re all in this together.
➤ Take a vacation.
➤ Be kind.
QUESTIONS?
QUESTIONS?

Oops, sorry. Out of time.
ALL THE BAT DOX

Kimber “bat” Dowsett

@mzbatt

kimber@truss.works

MIRR Workshop and Hacker Cookbook repos live in StabOps.com

PCB projects live in github.com/DEAD10C5

Don’t forget to grab a Mentor or Mentee sticker!

Thanks BruCON!