

IT TAKES A VILLAGE

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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.

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Sun is up, I'm a mess.

Chandelier Sia, 2014

THE TALENT PIPELINE

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

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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.

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You Belong with Me Taylor Swift, 2008



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

NETWORKING

Oh, I get by with a little help from my friends.

NETWORKING

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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?

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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

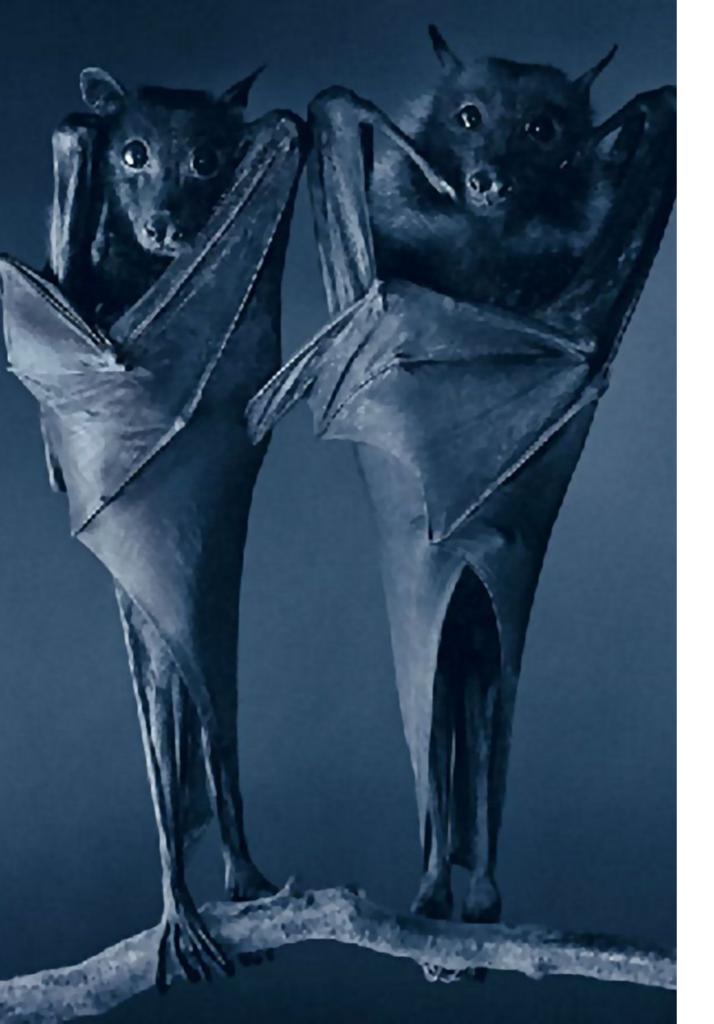
PROFESSIONAL DEVELOPMENT

It must have been cold there in my shadow.

PROFESSIONAL DEVELOPMENT

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.

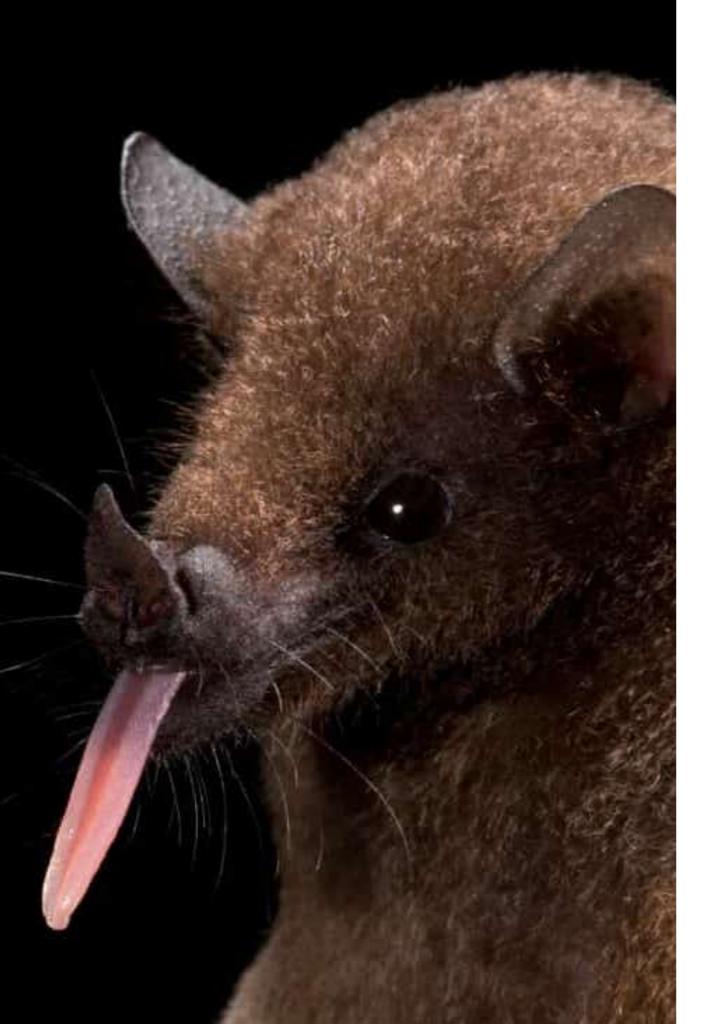
MENTORSHIP

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.

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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.

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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



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MIRR Workshop and Hacker Cookbook repos live in <u>StabOps.com</u>

PCB projects live in <u>github.com/</u> <u>DEAD10C5</u>

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

Thanks BruCON!