



IT TAKES A VILLAGE

*Kimber Dowsett
Truss*

 *@mzbat*



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.*

RECRUITING

*What you're looking for has been here
the whole time.*

*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

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

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.

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

 @mzbat

kimber@truss.works

MIRR Workshop and Hacker
Cookbook repos live in
StabOps.com

PCB projects live in [github.com/](https://github.com/DEAD10C5)
[DEAD10C5](https://github.com/DEAD10C5)

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

Thanks BruCON!