

June Event:  
MiC June 17th  
Community Call:  
Canceled



## The Hole In The Cybersecurity Job Bucket Is Getting Bigger

A cybersecurity firm, Trellix, performed a survey of 1,000 cybersecurity professionals globally and found that 30% are planning to change professions in two or more years. Read that again because it didn't say change jobs, it said change professions, which equates to leaving the cybersecurity industry.

The respondents surveyed identified as, 78% male, 64% white and 89% heterosexual which is probably a fair representation of the lack of diversity in our field. To that point, the lack of diversity, respondents reported that the most important factors the cybersecurity industry needs to address are inclusivity and equality for women (79%), diversity of the cybersecurity workforce (77%) and pay gaps between different demographic groups (72%). In fact, 94% of all those surveyed felt their employers should be doing more to consider employees from non-traditional cybersecurity backgrounds.

What was also fascinating about the survey, even given its lack of diversity, the top three reasons listed for leaving the profession were a lack of a clear career path (35%), a lack of social recognition (31%) and limited support to develop cybersecurity skills (25%). Minority and women professionals have the same complaints!!! It stands to reason that if employers improve in these areas, they can increase satisfaction among all professionals in our cybersecurity workforce!

***We cannot continue to ignore the needs of EVERYONE in our profession if we expect any talent to stay!***

## Message From CEO



Dear MiC Community,

What I would like to talk to you about this month is knowing your own value. Buried deep in employer/employee relationships is an institutional belief that employees must accept certain things to maintain their job. Especially when we reach a certain career level. The salaries are higher, the responsibilities to family and friends, the risk of suffering a career setback, all of that is real life, some say it is called being an adult. But what happens when you look in the mirror and ask yourself why am I still doing what I am doing?

Recently I decided to make a transition and the reason was simple, I looked at my value and realized I was worth more. Let me go back and start from the beginning. Up until very recently I had been working for an organization since 2020 and when I say it was the most tumultuous company, leadership wise, that I have ever worked for that would be putting it mildly. But I grew up in incident response therefore the chaos didn't really vex me, I pitched in when and where I could, took on added responsibilities, because that is what leaders do. Then a new boss was hired in 2022, and this new boss said to me after being there for three months, "the perception of the executive leadership team is that we don't need a full-time cybersecurity and privacy resource."

Now, if you want to know my actual response to this statement, wait for my book, but for now let it sit there as it is. There are several things wrong with this statement but let's take two. The obvious question is, why as a leader, would you make that statement, unless you wanted the employee to leave. Surely, you cannot think that any self-respecting person, at any level, would respond positively. Which brings us to my second point, within this statement lies an institutional assumption and dare I say, a miscalculation on my former boss' part, that a high-performing employee would feel the need to prove themselves to every new person that walks in the door.

As a new leader, especially to a new organization, it is solely your responsibility to evaluate talent, recognize your high performers and at all costs retain their organizational knowledge and expertise. Leadership is above all else the ability to get the best out of your team understanding what works best for them and providing them with what they need to succeed. My previous boss did not understand that talented cybersecurity (and privacy) professionals, know their value and when devalued respond by walking out the door.

**The lesson: When you know your value, there is no need to convince every new boss of your worth.**