CYBER RISKS OF LEGACY HIRING PRACTICES

Confidentiality

Integrity

Availability

Oversharing your environment details gives hackers an edge on how to circumvent them!

Job description and talent pool are unrealistic!

Convoluted, long and antiquated hiring process - results in ghosting & bad reputation!

Oversharing Technology

Product Names
"Experience implementing Windows Defender for Endpoint Antivirus"

Product Version
"Oversee VPN management with CISCO ASAxxx Gateways"

Configs
"Experience working in hybrid on-premise and cloud environment with AWS/Azure"

Oversharing Initiatives

Initiatives
"Enhance Open Source Vulnerability Scanning"
"Implement software bill of materials"

Risks
"Develop incident response plan"
"Implement data loss prevention measures"

Unrealistic Expectations

List Every Skill
Stop listing every possible skill or certification instead of focusing on the specific expertise needed.
Example: Requiring CISSP (technical) & CISM (manager)

Not Possible
10+ years of experience in technologies that haven't even been around that long.
Example: Requiring 10+ years in prompt engineering

Unconscious Bias

Biased No Scoring
Not using a quantitative way to evaluate candidates introduces unconscious bias
Example: Reviewing candidates based upon how pretty their resumes look

Assuming best traits for cyber

Tests
Don't use broad EQ/IQ tests that aren't meant for cyber positions - they are fitting a square peg in a round hole!
Example: EQ/IQ tests your org uses aren't up to date for cyber & tech roles - when the tests handle jack of all trades they are master of none

Limiting Talent Pool

Limited Talent Pool
Only looking at those who are applying through your job portal
Examples: Would you only talk to people at a party if they talk to you first? How about a home remodeling project - do you only hire contractors that approach you? Or do you expand your search and contact other contractors for quotes?

Restrict Hybrid Work
Not looking at remote or hybrid commute employees
Example: Hackers don't care if your employees are onsite or not, measure your people by performance, not office presence

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next gen cyber talent management