RSAConference2015
San Francisco | April 20-24 | Moscone Center

SESSION ID: PROF-M02

Across the Desk: Opposing Perspectives on InfoSec Hiring and Interviewing

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The dynamics of the job search and the hiring process are often misunderstood.

This leads to bad decisions.

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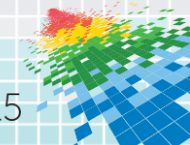

Competition is strong for both infosec candidates and jobs.

Many companies are hiring; many people are entering the field (8-17% per year growth in certs).

“There is a shortage of good jobs”
-- Candidate

“There is a shortage of qualified candidates”
-- Hiring Manager

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The hiring manager and the candidate persuade each other of the right fit.

Each party in the interview process is self-motivated and has their own interests in mind.

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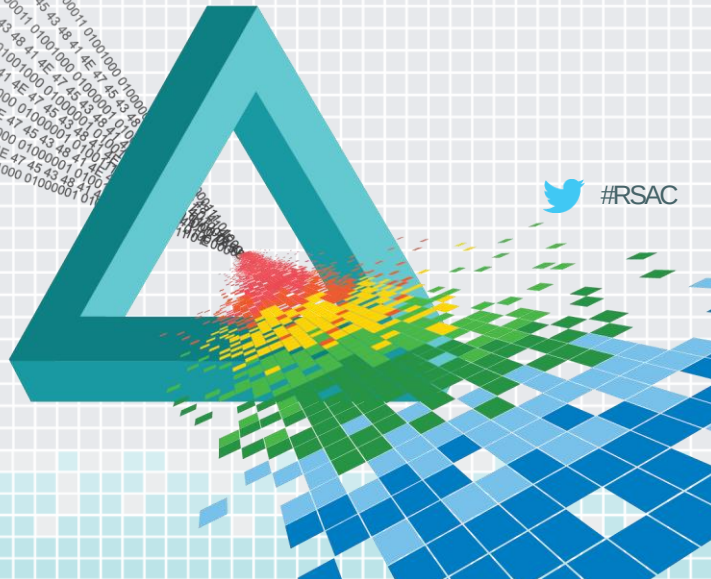
Presentation:

How to describe the candidate and the job?



The resume is the job candidate's primary marketing document.

But it is often overvalued.

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The job description is the hiring manager's marketing documents.

It is often undervalued.

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The job title is a signaling mechanism.

It can be a point of contention.

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Look beyond the resume, title and job description.

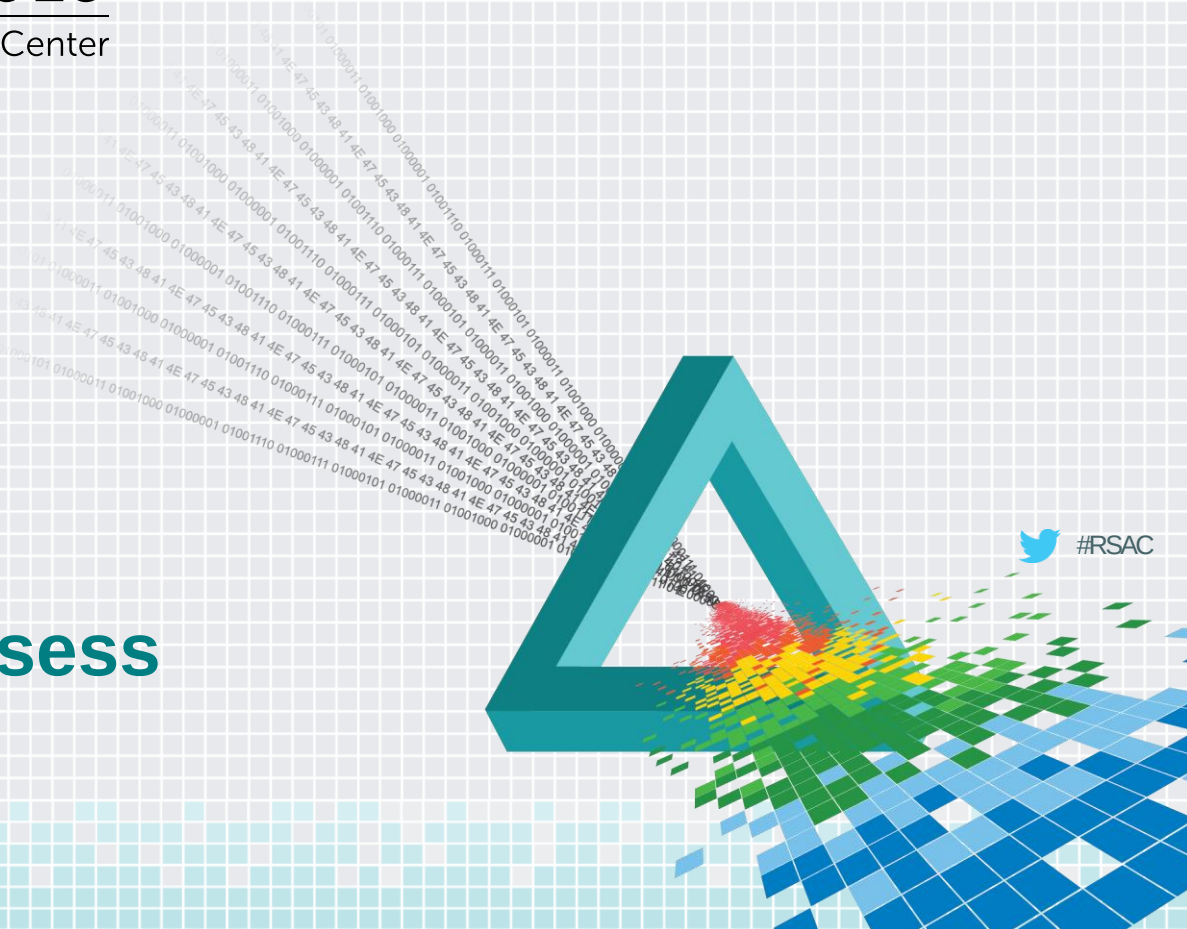
They will not be all-encompassing.

Online reputation is critical for both employers and candidates.

It needs to reflect the brand you wish to portray.

Expertise:

What skills to possess and to demand?



Technical skills form the baseline for establishing the fit.

They are just the beginning.

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Industry-specific knowledge of the business is increasingly important for information security.

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Communication skills for infosec professionals are critical.

They can be a differentiator.

Management opportunities can be seen by candidates as a career progression.

Not all of us should be managers.

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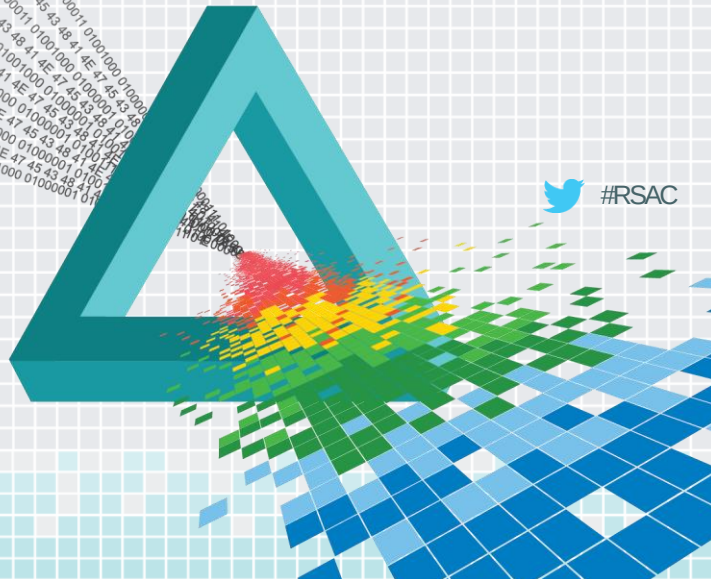
Negotiations:

How to get what you need or want?



Each party in the negotiation should strive to understand each other's position, strengths and weaknesses.

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Balancing the seesaw:

Parties may have more influence at different times throughout the negotiations.

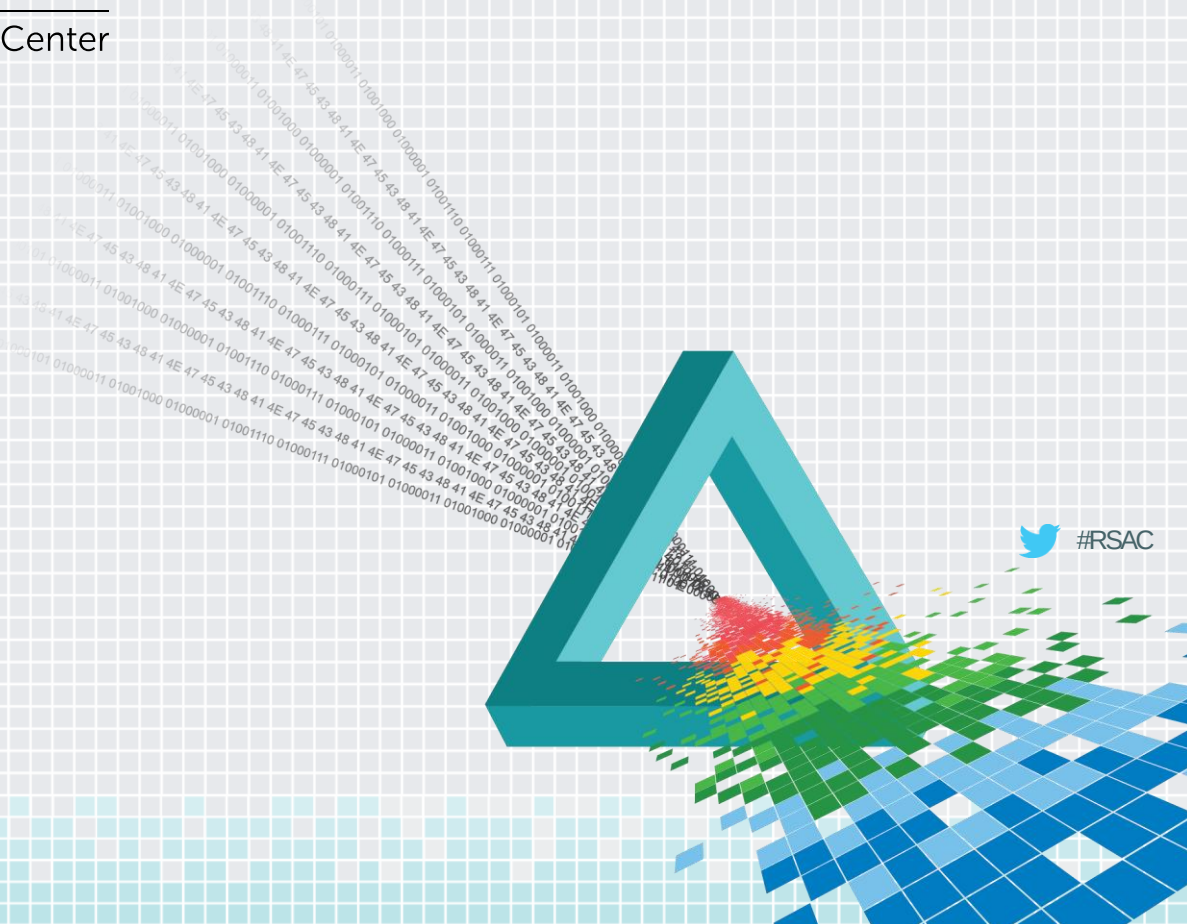
Understand which requirements and compensation items are actually negotiable.

Money is important, but remember other aspects of the overall package.

Both parties need to know their own BATNA: Best Alternative to a Negotiated Agreement.

Understand when and how to walk away from the negotiations.

What does this mean for you?



Like in dating, finding the right match in a candidate and employer is hard.

There are many variables to consider and track.

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Understanding the other party's perspective is key to a successful outcome.

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Remember, you're always interviewing.

You're always recruiting.

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Apply “Across the Desk” Concepts

- Review and revise your current job descriptions / resume / brand
- Consider what technical and “soft” skills are truly required?
- If engaged in interviewing now, outline the other party’s negotiation objectives and BATNA
- Reflect upon a recent job negotiation—what would you have done differently?
- Review and customize the cheat sheet at http://tinyurl.com/it-job-tips

Reach out to us with questions and comments.

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