



CYBER TALENT PIPELINE: FROM THE TALENT AND EMPLOYER PERSPECTIVES

Whole Cyber Human Initiative

Christophe Foulon & Paul Cummings

AGENDA

HOW TO CREATE A TALENT PIPELINE AND RETAIN YOUR
STAKEHOLDER

BREAKING INTO THE CYBERSECURITY INDUSTRY

HOW TO CREATE A TALENT PIPELINE AND RETAIN YOUR STAKEHOLDER

Baselining Skills and Competency Requirements

- Understand critical Skills & Competencies needed for roles
- Conduct a skills gap analysis of your current talent.
- Define internally what is an absolute entry, mid, sr role in your organization is.
- Develop educational and training requirements

Continuous Guided Development & Growth

- Develop Skills & Competency leveling for continuous growth
- Develop educational and training requirements
- Develop individual growth paths for stakeholders
- Include Technical leadership & People Leadership Paths

Align with business needs and strategic growth

- Forecast Business changes & Needs and align to roles
- Adjust JDs to include current and future technology desires
- Poll your current analysts & tactical leaders for their inputs Skills & Competencies gaps
- Don't chase the newest tool/vendors and expect absolute knowledge/exp if brand new

BREAKING INTO THE CYBERSECURITY INDUSTRY

Self-discovery

- Soul Search
- Gap assessment of skills (inclusive of transferable skills)
- Networking to understand critical for specific roles

Tailored Solutions

- Develop Self-Training Path based on informational interviews and JD analysis
- Tailored Resumes based on information interviews and JD analysis

Be the change in the world you want to see

- Self-branding while networking for your careers
- Don't be scared to stay in your current industry
- (If in hospitality, think of who does cyber services for your company and look at roles within them)

WHOLE CYBER HUMAN INITIATIVE

WWW.WHOLECYBERHUMANINITIATIVE.COM

Self-discovery

- Wholecyberhumaninitiative.com
 - Many of the resources discussed during the presentation are part of the candidate pathway.

Tailored Solutions

- Cybrary.com
- Udemy.com
- LinkedIn Learning
- haikupro.com
- academy.tcm-sec.com
- antisiphontraining.com

Be the change in the world you want to see

- Self-branding while networking:
 - LinkedIn Groups & Articles
 - [Medium](https://www.medium.com)
- Get a [coach](#), mentor, or ask the [community](#) for guidance



THANK YOU

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BIOS

Christophe Foulon

Christophe Foulon, senior manager and cybersecurity consultant at F10 FinTech, brings over 15 years of experience as a CISO, vCISO, information security manager, adjunct professor, [author](#), and [cybersecurity strategist](#) a passion for customer service, process improvement, and information security. [He has also spent over 10 years leading, coaching, and mentoring people.](#)

Paul Cummings

Visionary Paul Cummings is a retired US Navy Information Systems Technology Chief with 22 years within IT and Cyber, currently working as a Cybersecurity Threat Intelligence Specialist and “Of Things” Threat Researcher. He brings a comprehensive background in executive-level planning, managing IT and Cyber Security teams workforce-development, and program management derived from both global and domestic maritime operations.