

Cyber Workforce Risk Management

Enhancing Operations with Talent Retention and Development

GRC

Defense

Offense

Management

Product Security

IT Security

Response

Sales



Find us at [NIST NICE Cybersecurity Career Pathway Resources](#)



In partnership with [Secure Diversity](#)

“

A cybersecurity budget that doesn't include talent planning, talent development, and talent retention is not a cybersecurity budget that any Security Leader, CEO, or Board can rely on for accurate risk calculations.”



Deidre Diamond

Founder & CEO, CyberSN

Founder, Secure Diversity



The Problem

Cybersecurity professionals are leaving organizations at a high rate due to **lack of training and development of their careers**.

Organizations are struggling with repeatability, automation, risk and or sales projections due to talent turnover.

Cybersecurity is a vast industry. The roles and responsibilities of a cybersecurity professional spans across 10 categories; Compliance, Defense, Development, Education, Management, Offense, Planning, Research, Response, and Sales. Resulting today in 45 functional roles. In order to develop and retain these vastly different profiles of cybersecurity professionals, **organizations need a custom solution**.

The Solution

CyberSN's Talent Retention Service is **focused on workforce development and organizational strategy**. CyberSN's job matching taxonomy and platform created in 2017, which aligns to the NICE Framework, has empowered CyberSN to be the leader in understanding all cybersecurity jobs down to the project and task level. CyberSN can accurately advise on an organization's talent strategies across their employees, contractors, consultants, and Managed Security Service Providers.

Our engagement results in **cross-departmental training plans** as well as **organizational charts** that span one to five years and taking into account employee career aspirations, along with business maturity strategies.

..... Engagement Leadership Team

CyberSN's retention services are a structured and comprehensive process designed to cater to your organization's unique needs. The process is initiated through the intake of information. Our service is facilitated by CyberSN subject matter experts (SMEs) with specialized expertise in cybersecurity operations and talent. There are no self-assessment dependencies.



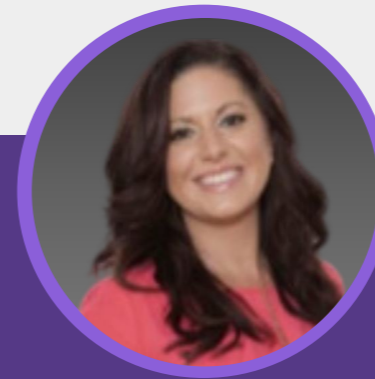
Deidre Diamond

Founder & CEO



Dom Glavach

Chief Security Strategist



Adrianna Iadarola

Managing Director



Travis Monson

National Director

..... The Deliverables



**Custom Job Descriptions
based on Current Tasks
and Projects**



**Workplace Happiness
and Career Aspirations
Assessment**



**Job Title and
Salary Alignment
Recommendations**



**Custom Career
Development Plans**



**Recommended Cyber
Organizational Capabilities
and Functional Structure**



**Executive
Summary**

VIEW SAMPLE OF A FULL ENGAGEMENT ↓

Custom Job Descriptions based on Current Tasks and Projects

Compliance and Risk Manager

CyberSN | US: Boston, Massachusetts

30% Cybersecurity Advisor

25% Leadership: Compliance And Governance

25% Leadership: Risk Management

20% Awareness And Training

RESPONSIBILITIES

30% Cybersecurity Advisor

- Provide Strategic Guidance And Subject Matter Expert (SME) Advisement For Internal Teams And External Clients
 - Compliance And Governance
 - Risk Management
- Provide Board Of Directors (BOD) Representation
 - BOD Advisor

25% Leadership: Compliance And Governance

- Provide Strategic Guidance, Oversight And Leadership For Compliance And Governance
 - Company-wide Compliance And Governance Strategy And Guidance
- Lead And Oversee Adherence To Compliance And Regulatory Standards
 - Adherence To Compliance And Regulatory Standards
 - Third-party/supply Chain Requirements
- Oversee And/or Perform Compliance Audits
 - Internal Audits Of Regulatory Standards
 - Internal Audits Of Company Security Policies
- Manage Third-party And Vendor Compliance
 - Third-party Self-assessment Management
- Define Reporting And Metrics To The Compliance And Governance

25% Leadership: Risk Management

- Provide Strategic Guidance, Oversight And Leadership For Cyber Risk Management
 - Company-wide Cyber Risk Management Strategy And Guidance
- Develop And Enhance Cyber Risk Management Maturity And Processes
 - Cyber Risk Frameworks
- Lead And Oversee Cyber Risk Management Initiatives
 - Business Impact Assessment
 - Cyber Risk Framework Maturity And Capability Gap Assessment
 - Vendor And Third-party Risk Management
- Define Reporting And Metrics To The Cyber Risk Management

20% Awareness And Training

- Provide Technical Leadership And Oversight To Security Awareness Activities And Initiatives
- Develop And Maintain A Security Awareness Program Strategy
- Conduct Or Facilitate Virtual And In-person Cyber Awareness Activities And Trainings

TOOLS & ENVIRONMENT

NIST

ISO 27001

SOC 2

HITRUST



Workplace Happiness and Career Aspirations Assessment

On a scale of 1-5, 1 being the lowest, and 5 being the highest

How would you rate your job satisfaction based on the **tasks and projects** you perform daily?

1	2	3	4	5
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How would you rate your job satisfaction based on the **team culture**?

1	2	3	4	5
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How would you rate your job satisfaction based on the **company culture**?

1	2	3	4	5
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Job Title Alignment Recommendations

CURRENT TITLE	RECOMMENDED TITLE
Sr. Security Architect	Cloud Security Architect
Sr. Security Architect	Lead Security Architect
Security Analyst I	Security Engineer
Security Analyst II	Network Security Engineer
Security Analyst I	Security Analyst
Security Analyst I	Compliance & Risk Analyst
Security Analyst II	IAM Engineer

CURRENT TITLE	RECOMMENDED TITLE
Security Analyst II	Security Engineer
Security Analyst II	GRC Analyst
RISC Privacy Lead	Privacy Lead
Security Analyst I	DevSecOps Engineer
Security Analyst II	Security Engineer
Unit Supervisor	Security Program Manager
Security Analyst I	Security Analyst

OBSERVATION

Titles do not align with tasks and projects that individuals are performing. For example, we observed Analyst Level 2 are performing security engineering responsibilities.

SOLUTIONS

We recommend titles based on the tasks and projects aligning within functional role areas (i.e., Application Security, GRC, Risk & Security Engineer.)

Salary Alignment Recommendations

Compliance Risk Manager



Cybersecurity Security Engineer









Security Compliance Analyst



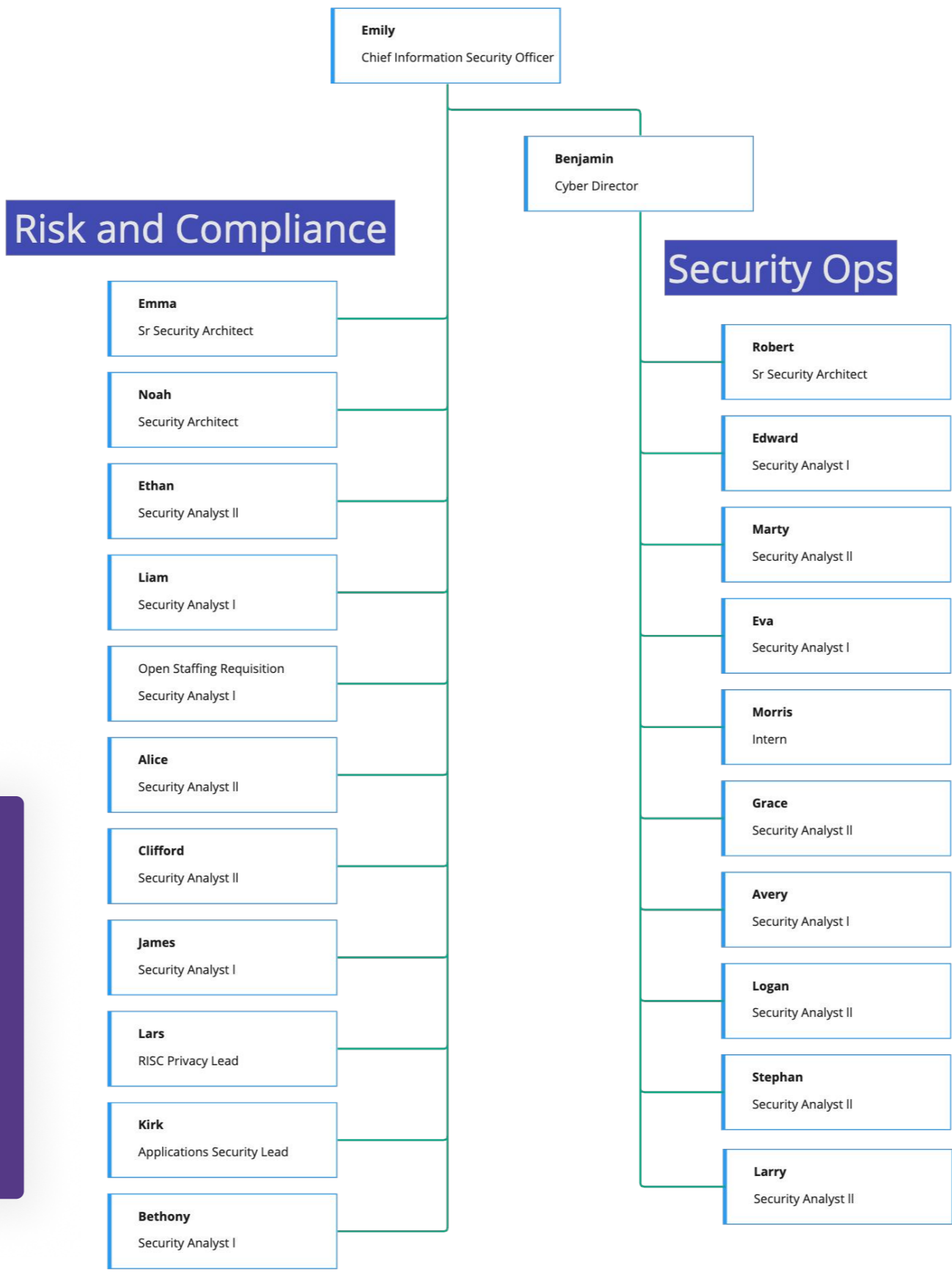
Salary Observations:

- The current salary for a Compliance Risk Manager is below market range by \$13,300.
- The current salary for a Cybersecurity Security Engineer is within market range.
- The current salary for a Security Compliance Analyst is on the low end of the market range.

..... Custom Career Development Plans

Team Member	Industrial Conference	Vendor/Specialized Training	Certification
 Edward	✓ GRC	-	-
 Marty	-	✓ DFIR	✓ DFIR
 James	✓ Defense	-	✓ Resilience
 Grace	-	✓ CASB	✓ Cloud Security
 Eva	✓ Privacy	-	-
 Avery	-	✓ Cloud Visibility	✓ Cloud Security

Cyber Organization pre CyberSN Engagement

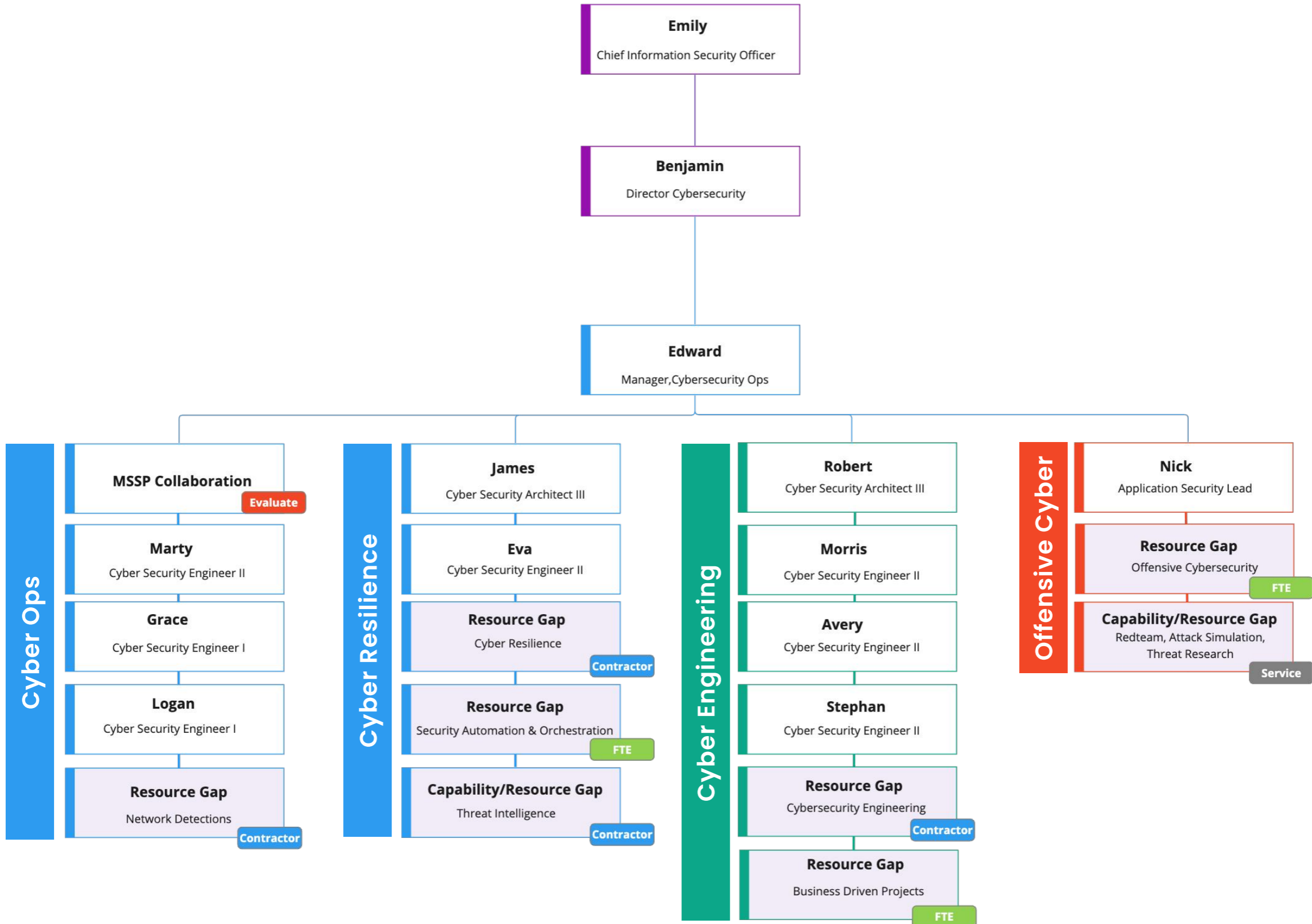


Observations:

- Siloed organizational structure, not aligned to strategy and capabilities
- Lacks career development pathways
- High burnout risk

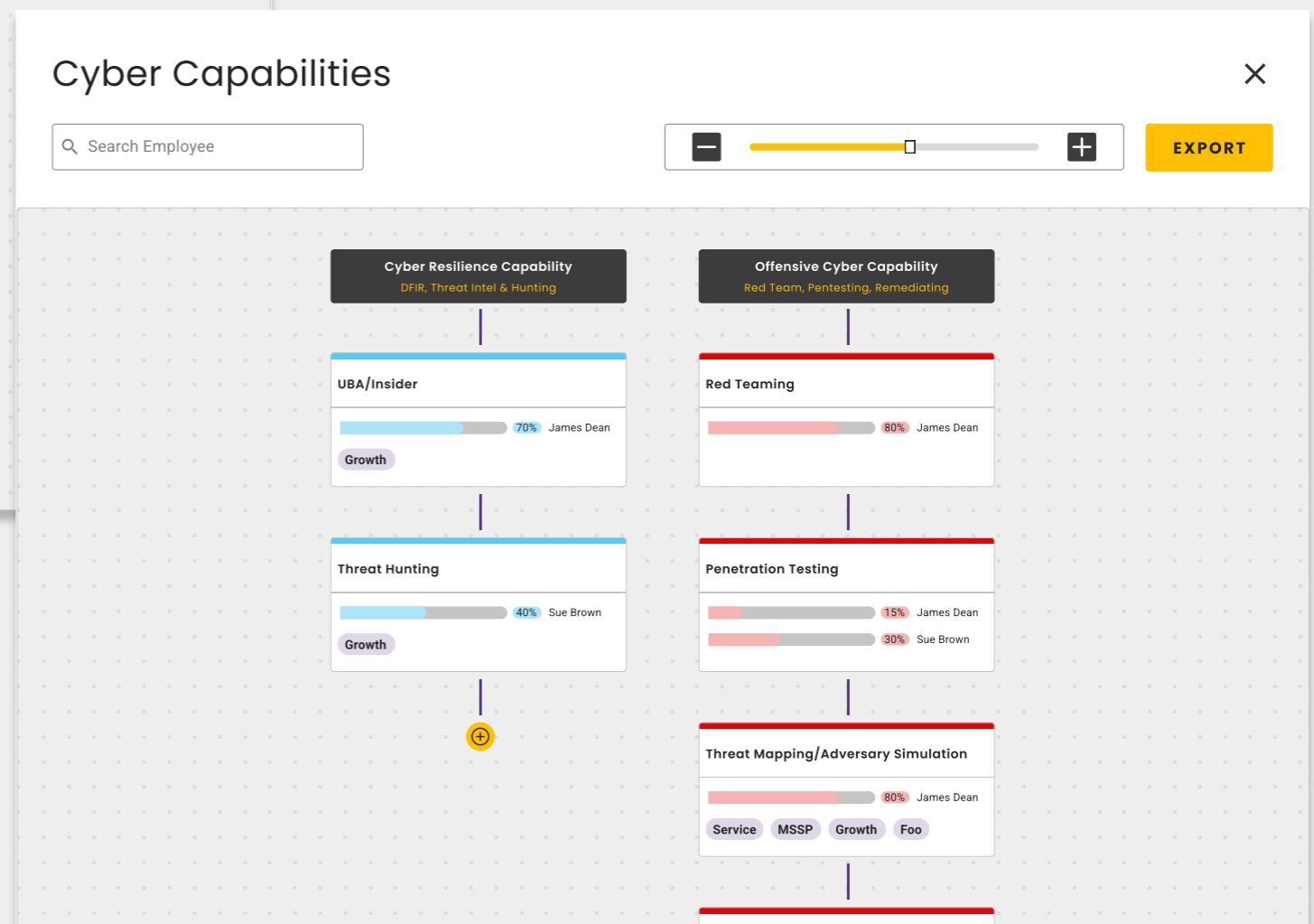
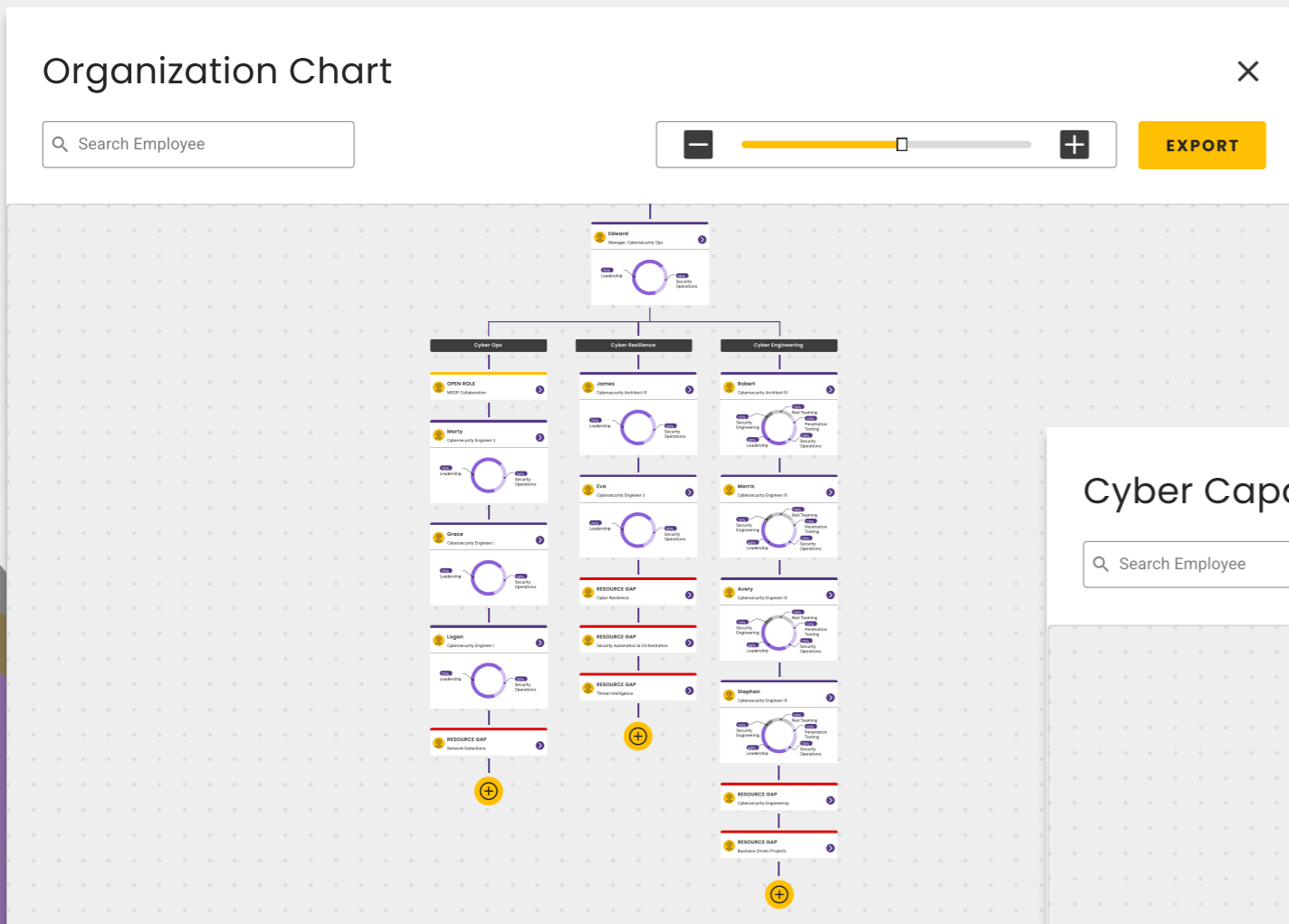
Recommended Functional Organizational Structure

Cyber Team Alignment & Resource Gaps



Manage Your Team in the

CyberSN Workforce Intelligence Dashboard (Cont)



..... Executive Summary



Delivered with a focus on people and operations



High risk observations for talent risk, security operations, and business



Solutions for capabilities talent gaps and growth recommendations



Timeline Summary



← **3 month timeframe** →

 *Note: This timeframe is for a team of 30-120 FTEs. Timeframe will depend on an organization's size.*



Lower your risk profile

Empower, engage, and retain your cybersecurity professionals.

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