25 For 25 25 Things to Know/Try for a Better 2025

Cyber Career Version

Ron Woerner

Official Title

Hacking Your Career

Unlock Your Future: Building a Thriving Career in Cybersecurity

Unlock the exciting world of cybersecurity and learn how to build a rewarding career protecting critical digital assets. Join us to discover the essential skills, certifications, and hands-on experience that will set you apart in this fast-growing field. We'll also explore how AI is transforming cybersecurity, creating new opportunities and challenges. Whether you're just starting out or looking to advance, this talk will inspire and equip you to take the next step in your cybersecurity journey!



Introduction

If you have questions/comments please feel free to ask them anytime. You don't have to hold them until the end of the talk.

If there are other resources similar to these that you think might be useful to people, please let the group know.

Hopefully, this will be an interactive and productive session.

Shamelessly stealing (more) from Aaron

Who am I? I'd tell you who I am, but do you really care?

Ron Woerner, CISSP, CISM

https://www.linkedin.com/in/ronwoerner/ https://linktr.ee/cyberron I am here representing only me.

I am not allowed to mention my primary employer...



What the \$%\$# are we doing here?



Quick Polls

Years of IT/Cybersecurity Experience

- > 20
- 10-20
- 5-10
- <5

Who is looking for a new job?

- Actively
- Passively
- Nop. I'm happy.



Hackers Dictionary

Hacker: "One who enjoys the intellectual challenge of creatively overcoming or circumventing limitations."

Raymond, E., <u>The Jargon Lexicon</u>, Glossary, <u>http://catb.org/jargon/html/H/hacker.html</u>

Hackers Wanted | Ron Woerner | TEDxOmaha

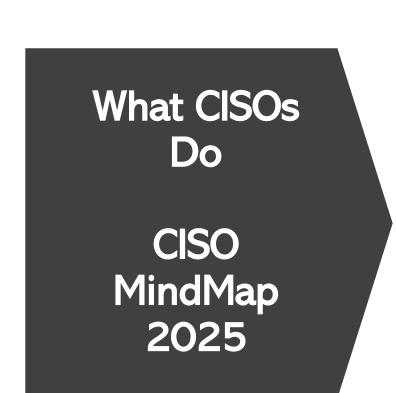
Defining the Problem

- How do I build my career?
- What's up with cybersecurity jobs?
- Is there a cybersecurity talent / hiring gap?
- How to thrive in volatile times?

A problem well stated is a problem half-solved.

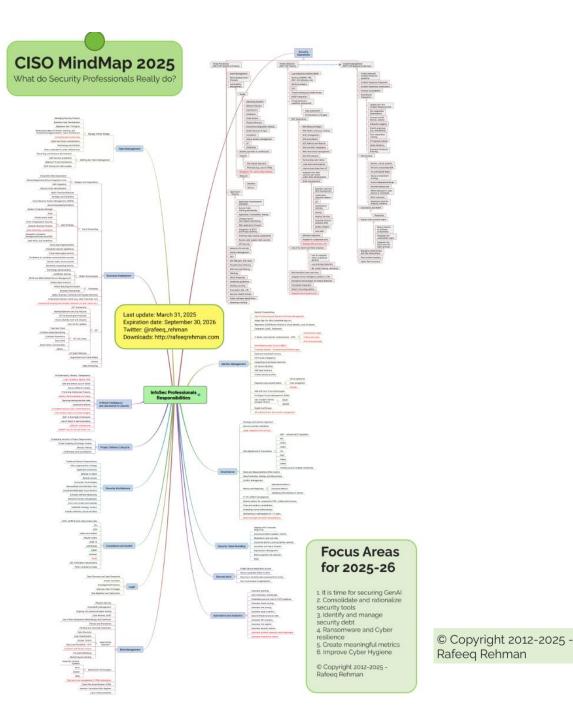
Charles Kettering

wist.info



https://rafeeqrehman.com/2025/03/30/ciso-mindmap-2025-what-do-infosec-professionals-really-do/

https://rafeeqrehman.com/wpcontent/uploads/2025/03/CISO_MindMap_2025.png



Be Prepared!

RIFS, Layoffs, DRPs, RTOs



HR & Applicant Tracking Systems



Red Flags in Job Postings

Red Flags:

- Job Requirements Make No Sense – Overly broad
- Two Or More Jobs In One Description – Lack Clarity
- Experience Requirements Don't Match Job Level
- Ignores Transferable Skills

Position Summary:

The Information Security Analyst is an entry-level position that performs monitoring of security events, security investigations, and incident response as the primary role. The Analyst will also participate in monitoring, troubleshooting, installation and maintenance on equipment and software related to electronic access control and general security-based solutions. In addition, they participate in in-house, regulatory and industry teams including working groups, committees, and business continuity teams as required.

Education, License & Cert:

B.S. degree in Computer Science related field, and/or 5 years equivalent work experience. One or more of the Certifications listed. GSEC GIAC Security Essentials Certification GSLC GIAC Security Leadership Certification CISM ISACA Certified Information Security Manager SSCP Systems Security Certified Practitioner CISSP Certified Information Systems Security Professional ISSAP Information Systems Security Architecture Professional MCSE Microsof Certified Suct mc Engineer: Security CISSP != Entry-level

Experience:

analyst or professionals with similar responsibilities.

- Five years of related experience Thought it said entry-level?
 Extensive experience in enterprise security architecture design.
- Extensive experience in enterprise security document creation.
- Experience in designing and delivering employee security awareness training. WAIT WHAT?!...

Source: CyberSN, "3 Red Flags in Cybersecurity Postings," https://cybersn.com/3-red-flags-in-cybersecurity-postings/

Red Flags in Job Postings 🕨 🏲

Job Description

Your Career

The Principal Consultant, Cyber Risk Management Advisory for Proactive Services is focused on leading our Governance, Risk, and Compliance team across a comprehensive portfolio of clients. The individual will assess security risk across multiple frameworks and act as a technical key team member in client engagements. They will be the client's advocate for cybersecurity risk management and will provide strong recommendations in this domain.

Your Impact

- · Security standards within professional services
- Industry knowledge of and experience with cybersecurity best practices within Governance Risk and Compliance to provide recommendations to proactively improve our client's security posture and maturity
- Lead and support Advisory engagements such as Tabletop Exercises, Cyber Risk Assessments, Incident Response Plan development, Ransomware Readiness Reviews & Breach Readiness Reviews
- The ability to work across multiple frameworks and regulatory standards including, but not limited to, NIST CSF, CIS20, ISO, GDPR, CCPA, NYDFS, SOX, and HIPAA
- Manage team, monitor progress, track budget, manage risk and ensure key stakeholders are kept informed about
 progress and expected outcomes while defining potential impacts and creating an effective mitigation strategy for
 multiple projects at a given time
- Skilled at proactively identifying security risks and vulnerabilities while eliminating cybersecurity threats via stakeholder interviews, documentation review, and deep-dive testing and control validation
- Ensure client controls meet legal, regulatory, privacy, policy, standards and security requirements

Red Flags in Job Postings

Red Flags:

- Job Requirements Make No Sense – Overly broad
- Two Or More Jobs In One
 Description Lack Clarity
- Experience Requirements Don't Match Job Level
- Ignores Transferable Skills

A **bad job posting** can signal any number of *bad omens for good candidates:*

- This is a firm that doesn't know what they need from this security position
- This is a firm that will overwork me and my security colleagues
- This is a firm that is compliance driven and not committed to security and risk

October 31, 2024

ISC2 2024 ISC2 Cybersecurity Workforce Study

Key Findings – 1:

- Skills shortages* make it difficult to secure the organization.
- Lack of budget is the main cause for talent shortages and skills gaps.
- **Participants' pathways** to enter the cybersecurity workforce are changing, as are their priorities.
- Diverse backgrounds can help solve the talent gap.

October 31, 2024

ISC2 2024 ISC2 Cybersecurity Workforce Study

Key Findings – 2:

- The expected advancements of **AI** will change the way cyber respondents view their skills shortage.
- Cyber professionals confident Gen Al will not replace their role.
- Gen AI presents benefits and challenges for cybersecurity.
- Organizations need a **Gen AI** strategy to responsibly implement the technology.

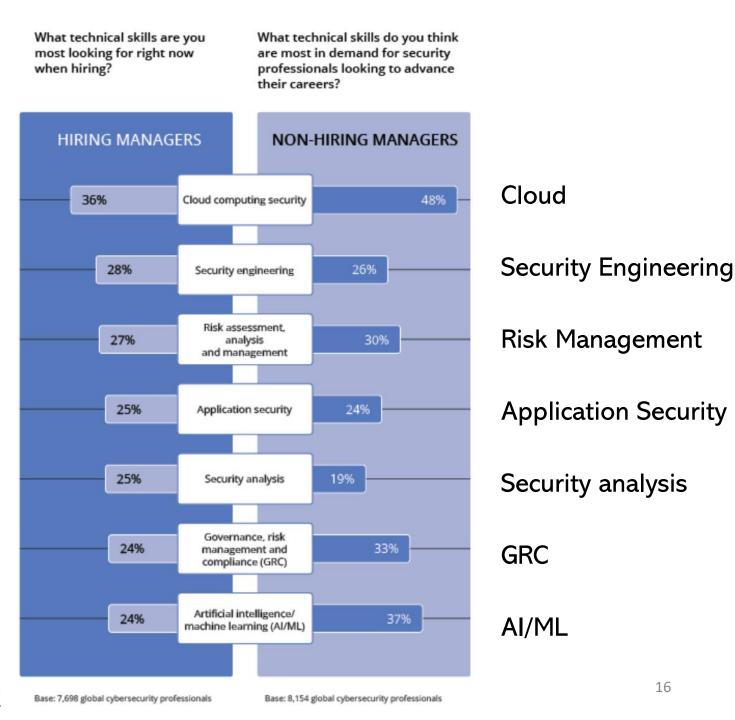
https://www.meetup.com/ai_omaha/



Workforce Insights

Technical Skills*

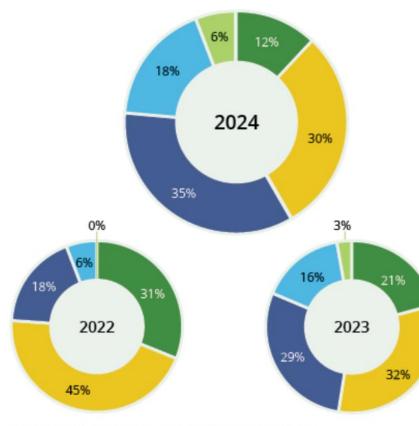
* Technical is only a part of needed skills



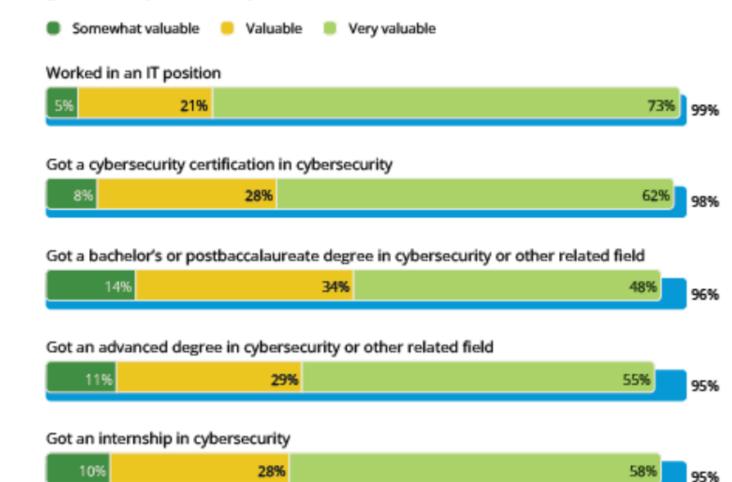
ISC2 Workforce Insights

Ages of new entrants into the cybersecurity profession (i.e., started in cybersecurity within the last year).

🛢 Under 30 📒 30-38 🛢 39-49 🥛 50-59 📒 60 or older



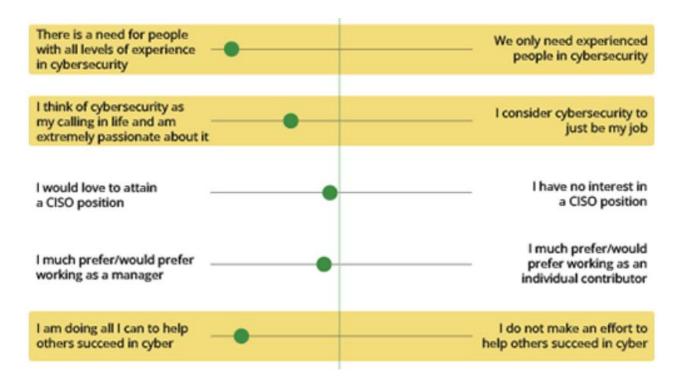
Base: 488 global cybersecurity professionals who started in the past 12 months 695 surveyed in 2023; 356 surveyed in 2022 Note: Individual percentage values may not sum to totals due to rounding. How valuable have you found each of the following in your career growth in cybersecurity?



Source: 2024 ISC2 Cybersecurity Workforce Study

ISC2

Cybersecurity Career Growth Aspirations and Pathways



Rank the following in terms of how meaningful they would be (or already are) for you to achieve in your cybersecurity career.

(Showing top three responses)



Base: 15,852 global cybersecurity professionals

Personal Challenges

Impostor Syndrome

Fear / Failure & Risk-Taking

Company Culture / Toxic Work Environments

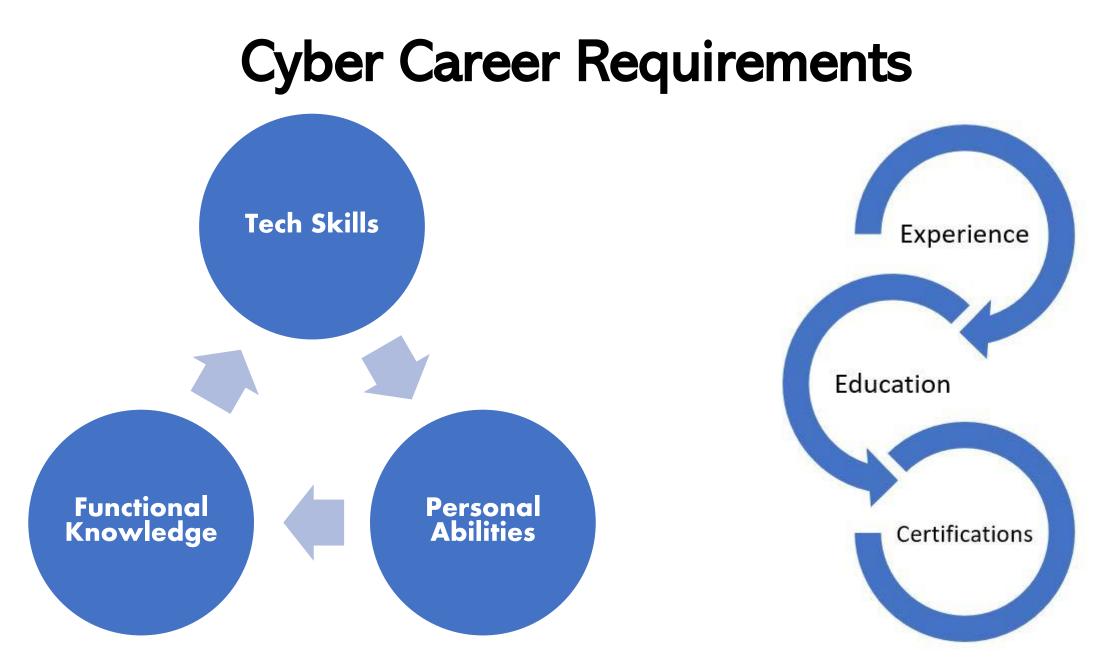
Burnout

HT: Jennifer Leggio, "The Lion's Roar: How to Bring Courage Back to Your Cyber Career" RSAC 2025

What can we (The Industry) do? Hint: Lots

Call to action for the industry

Reframe hiring practices



Hire and Develop Differently

Do This	Not This
Jobs to be done	Titles
Apprenticeships	Internships
Career Maps	Job Families
Stackable	Stand Alone
Credentials	Credentials
Potential	History

Include:

- Formal Education
- Informal Learning
- On The Job Experiences
- Conferences & Communities
- Coaches and Mentors

What can we (personally) do? Hint: Lots

See your career as a continual learning journey

Build a Resilient Mindset Build a Resilient Mindset BUILD A RESILIENT MINDSET Build a Resilient Mindset Build a Resilient Mindset

HT: Jennifer Leggio, "The Lion's Roar: How to Bring Courage Back to Your Cyber Career" RSAC 2025

Hacking Your Career Tips

- Visualize Your Goals what do you want to be when you grow up & why?
- Social Engineer Your Next Boss / OSINT
- ABC = Always Be Curious | Actively Learn
- Practice, Practice, Practice
- Be Tenacious
- Be a Hacker



When all else fails

Fake It 'Til You Make It

Ignore 'Em



Photo by Sander Sammy on Unsplash

Photo by I have no idea

Building Your Brand

Differentiating yourself

Social Media (primarily LinkedIn)



Personal Website



AARON GROTHE

OMAHA, NEBRASKA 68106 · (402)305-7265 · AJGROTHE@GMAIL.COM

WELCOME TO GROTHE.US!

Your LinkedIn Profile and Website should match your resume

Building Interpersonal (soft) Skills

- Attitude (preferably good)
- Communications (Writing & Speaking)
- Teamwork / Collaboration
- Critical Thinking
- Tenacity
- Humor

Excuse me sir. There appears to be a hare in my pancakes.



I'm allowed 1 "Dad" Joke

Improving Communications & Leadership

TOASTMASTERS

Tech Talkers Toastmasters Club 6424

ain Menu	Welcome to "Tech Talkers"
Home	
Meeting Information / Directions	Geeks (and aspiring geeks) welcome! 🥗
Contact Us	 We love techies, programmers, sys admins, testers, UX professionals, security professionals,
Club Calendar	 students, and all types of geeks. We encourage our members to convey their passion. We help our members present information in a memorable way. Our members gain the confidence to speak up at work or present at a conference or meetup. Our members learn from each other as they improve their technical knowledge, communication, and leadership skills.
Public Downloads	
Free Resources	
Toastmasters Video	
About & FAQs	
Ice Breaker Project	Tech Talkers Toastmasters can help you! Tech Talkers Toastmasters is a club that enables those in technology careers to improve communication and leadership skills in a safe, encouraging, and supportive environment. We're one of the few <u>Toastmasters International</u> clubs focused on technology topics. We meet online via Zoom on the 1st and 3rd Fridays at noon CT. While we're based around Omaha, Nebraska, USA, anyone in tech may join us.No experience required; just a drive to improve yourself and an Internet connection.
Member Meeting Roles	
Pathways	
For more information on Toastmasters International, visit <u>www.toastmasters.org</u>	

https://techtalkers.toastmastersclubs.org/

Be part of a community - Contribute



https://cybersecurityomaha.com/











Omaha - Lincoln



But Ron, What About the 25 for 25?

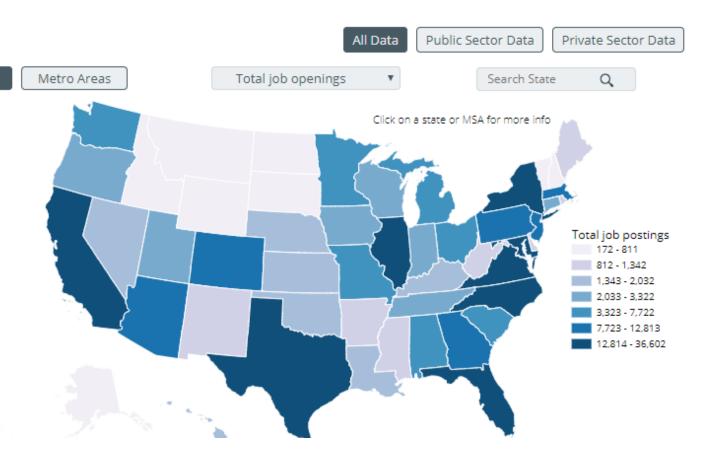
l've only provided eighteen references so far... Let's explore more.



Cybersecurity Supply/Demand ^{States} Heat Map

Cybersecurity talent gaps exist across the country. Closing these gaps requires detailed knowledge of the cybersecurity workforce in your region. This interactive heat map provides a granular snapshot of demand and supply data for cybersecurity jobs at the state and metro area levels, and can be used to grasp the challenges and opportunities facing your local cybersecurity workforce.







Cybersecurity Career Pathway





https://www.cyberseek.org/pathway.html

This tool presents a new and interactive way to explore the updated work roles within the <u>Workforce Framework for Cybersecurity (NICE Framework</u>). It also highlights core attributes among each of the Work Roles and offers actionable insights for employers, professionals, and those considering a career in Cyber. To start, select a Work Role below, or enter keywords in the search bar.

E \sim Select a Work Role Go to the Career Pathway Roadmap page Begin typing to search work role names. Or search job titles. Design and Development Implementation and **:** Oversight and 24 \bigcirc X Protection and Defense $\langle \mathbf{x} \rangle$ Investigation Governance Operation \oslash \wedge Cybersecurity Policy and Planning Technology Program Auditing Network Operations Insider Threat Secure Systems Developme Analysis Systems Authorizatio festing and Evaluation \oslash 805 752 441 631,632 611 Technical Support Digital Forensics X Privacy Compliance \bigcirc 411 732 Data Analysis Cybersecurity Legal Advice Vulnerability Executive Cybersecurity Leadership Analysis OT Cybersecurity Engineering 422 \bigcirc Software Security Assessment Database Administratior X Infrastructure Support 622 COMSEC Management Secure Project Management \bigcirc Systems Security Analysis Program Managemen Incident Response Cybersecurit Curriculum Developmen \oslash Enterprise Architecture Cybersecurity Architecture Systems Administration Defensive Cybersecurit 651 652 メ \bigcirc হিন্ট Product Support Managemer Knowledge Management Threat Analysis Systems Security Manageme Cybersecurity Workforce Management Systems Requirements Planning 431 803 641 Technology Portfolio Managemen Security Control Assessment Secure Software Developmer Digital Evidence Analysis Technology Cybersecurity Instruction Cybercrime Investigation Research and Development 804 612 621 661

Cyber Careers Pathways Tool

For Book Nerds



Your community for InfoSec's essential reads

In the chaotic flood of cybersecurity content, CyberCanon is your signal in the noise—the InfoSec professional's first stop for must-consume wisdom.



https://cybercanon.org/

One Ring To Rule Them All...



What is Cybersecurity Guide?

Over the past few years, Cybersecurity Guide has grown into a massive resource referenced by leading cybersecurity professionals in academia, industry, and beyond.

Our global team of professional cybersecurity writers — leaning on their first-hand experience in the field — conduct interviews and deep-dive research, all in an effort to create the most up-to-date and comprehensive cybersecurity education resource available.

https://cybersecurityguide.org/

RESOURCE CENTER

Centers for Academic Excellence Job Guide Veteran's Guide Women's Guide Internship Guide Security Clearance Guide Ethical Hacker Guide Coding for Cybersecurity Guide Cybersecurity 101 Student Guide to Internet Safety Scholarship Guide Cybersecurity Math Guide Small Business Guide Cybersecurity for K-12 Students **Career Networking Guide** What is a Cyber Range? Code Like a Hacker Reacting to a Cyber Incident Introduction to Cyber Defense Cybersecurity Courses Online Recommended Reading Phishing Attacks Cybersecurity Responsibility How to Get Into Cybersecurity



The Obligatory Questions Slide

1 - aka Let's Play "Stump the Professor"

2 - Obligatory AI art

Apply What You've Discovered

Write

- 3 Strengths
- 3 Weaknesses
- 3 Dream Jobs
- 3 Resources You'll Explore
- 3 Things You're Doing Today

Refine Your Career

Who learned Something New?

TEST!

June Online Meeting* Featuring Roger Grimes

Date: Tue, June 24

Time: 12:00-1:00PM CDT

Speaker: Roger Grimes (<u>https://www.linkedin.com/in/rogeragrimes/</u>)

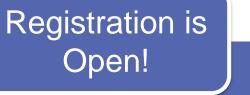
Topic: "Taming the Hacker Storm: A Way to Defeat Cybercriminals and Malware" (<u>https://www.amazon.com/Taming-Hacking-Storm-Framework-Defeating-ebook/dp/B0F2PT5P66</u>)

Please register

at https://bellevue.zoom.us/meeting/register/7wURjS4kRKmqP2wRrO3aOg.

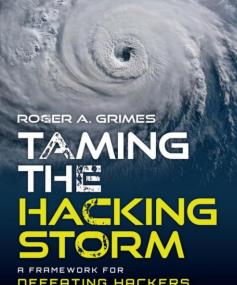
* This is a special, free, virtual event for the Nebraska Cybersecurity Community sponsored by the area cybersecurity community.











A FRAMEWORK FOR DEFEATING HACKERS AND MALWARE

Hacking Your Career

Unlock Your Future: Building a Thriving Career in Cybersecurity



Cyber-AAA, LLC ronw@cyber-aa.com

Slides available at https://www.nebraskacert.org/CSF/ &

https://github.com/hackerron/Present ations/blob/main/Hacking%20Careers %20-%20May%202025%20Final.pdf

