

Effective InfoSec Career Planning

Beyond Job Hopping to a Real Career

Lee Kushner / Mike Murray
Lee@InfoSecLeaders.com /
Mike@InfoSecLeaders.com

Who Are We?



- **InfoSecLeaders.com**

- The best source for career guidance for information security professionals
- A place to learn, grow, ask and share about the difficulties of navigating this difficult industry.

- **The principals**

- **Lee Kushner**

- Over 10 years of Success Recruitment of Information Security Professionals
- Founder and CEO of the Leading Information Security Recruitment Firm, LJ Kushner and Associates LLC
- Wide Range of Nationally Based Clients from Fortune 500s to security product vendors

- **Mike Murray**

- Security professional with a decade of experience in penetration testing and vulnerability research
- CISO of Foreground Security, managing partner of Michael Murray and Associates, where he directs diverse security industry projects.
- Security blogger (Episteme.ca), podcaster, and regular speaker on social engineering, vulnerability management and the human side of security.

The Fake Study

- We wanted to open with a great story
 - The oft-quoted Yale study on Goal Setting
 - 3% of the students wrote down goals, 97% didn't
 - That 3% exceeded the accomplishments of the entire other 97%.
- **The study isn't true**
 - Widely quoted, not real.
 - Why is it so prolific?
- Brian Tracy said it best:
 - “[I] heard this story originally from Zig Ziglar. If it's not true it should be.”
 - Because Goal Setting really does make life better
- **But it's hard work. So most people don't do it.**

A History Lesson

Timeline – The Early Years



1985



1990



1993

Interconnecting



October 13, 1994



August 24, 1995

November 8, 1996



Vulnerability Environment:

- Syn Flooding
- UDP Denial of Service
- Smurf attacks
- Teardrop
- Land

The Internet Era



Major Vulnerabilities in:

- Bind
- Sendmail
- SADMind
- Apache
- IIS
- Wu-FTPD
- Tooltalk
- IMAP
- POP
- SQL Server
- Statd, CDE

Major Worms:

- Cod Red
- Nimda
- SQL Slammer
- MS Blaster

Step 1

Know Where You Want to Go

- **The Best Plan**

- Ties long-term career strategy to short-term activities
- Matches your skills, aptitudes and potential
- Allows you to move forward daily.
- Deals with more than just your career - your career should be a part of your overall life plan.

- **How do you do that?**

- Go beyond Job Descriptions
- The importance of Mentoring and having good models

- **Every plan has risk**

- You can do anything you want, but you can't do everything that you want.
- Each fork in the road leaves a road untraveled.

Exercise:
Creating Your Goals

Step 2

Know Your Skills

Exercise:
Skill Self-Assessment

Step 3

Developing YOUR Career Plan

Exercise:
A Short Career Plan

Step 4

Effective Career Investment

Exercise: Your Investment Portfolio

Exercise:
Networking: Never Eat Alone

Exercise:
Mentorship: Who's Got Your Back?

Step 4

Taking a Job

Exercise: Alignment

Conclusions

We plan, God Laughs

Old Yiddish Proverb

- **We're still doing the survey**
 - Through our roles, we gather a lot of anecdotal evidence, but we can't ever have enough hard data.
 - With the economy as it is, we wanted more data.
- **Fill it out:**
 - <http://www.infosecleaders.com/survey>
- **We're launching a podcast!**
 - Check back to <http://www.infosecleaders.com> in the next couple of weeks for our first episode.
 - Dealing with all the issues we usually talk about - career management, planning, resumes, etc.
- **You can always email us with questions:**
 - Lee Kushner: lee@infosecleaders.com
 - Mike Murray: mike@infosecleaders.com