

#SecurityStaffing

These tips really work. It's what we use to recruit best in class for Fortalice Solutions and for select clients.

These tips can help you get your organization to think outside the box. Everyone is chasing the same resume. Here's how to ensure you attract A+ talent and can retain them!

New Collar Workers – retrain people that have the foundational skills. Train former customer service, legal beagles, risk, operations pros, developers, finance pros, network administrators, social media pros, law enforcement, US Military

Partner with Leading Cybersecurity Colleges to ask for Student Interns and access to their Alumni network

Speak, attend, sponsor cybersecurity (geek not product) conferences

Allow your current security team to have a market presence at conferences, in print/TV/radio media, and on social media – they will attract others

Read your job descriptions – are they a soul crushing conglomerate of requirements or do they really reflect the cool part of the mission. - protecting what matters most?

Re-evaluate your “minimum requirements” – great security staff don't always have a 4 year Bachelors or Masters; and many of them are too busy learning on their own to sit for all the certifications

Create a buddy referral program. Pay your current team to recommend your friends.

Have a formal onboarding program where they can shadow their colleagues and senior cybersecurity pros. The word will get out!

Offer unlimited PTO and hours per week dedicated solely to R&D vs. billable project work.

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