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

They that do not learn their history are doomed to repeat it.
Timeline – The Early Years
Interconnecting

Vulnerability Environment:
- Syn Flooding
- UDP Denial of Service
- Smurf attacks
- Teardrop
- Land

October 13, 1994
August 24, 1995
November 8, 1996
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

_Yogi Berra: "If you don't know where you're going, you'll wind up somewhere else."_
Creating an Effective Plan

• **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

Warren Buffet: “Rule No 1: Never Lose Money.”
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
Announcements

• 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