

IT Risk Careers in 2023: The Threats & Opportunities



1st of March 2023 – by Laurens Jagt

Passionate about: meeting strangers!

Cycled alone in 14 countries
Amsterdam to Qatar
+6000 kilometers



Agenda

- IT Risk & Security:
The Labour Market in 2023
- The Threats and Opportunities
- IT Security Careers & The
Role of Certifications
- Q & A

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Podcast and MeetUp host Cyber Security Talks:

<https://www.meetup.com/cyber-security-talks-with-pizza-and-beer/>

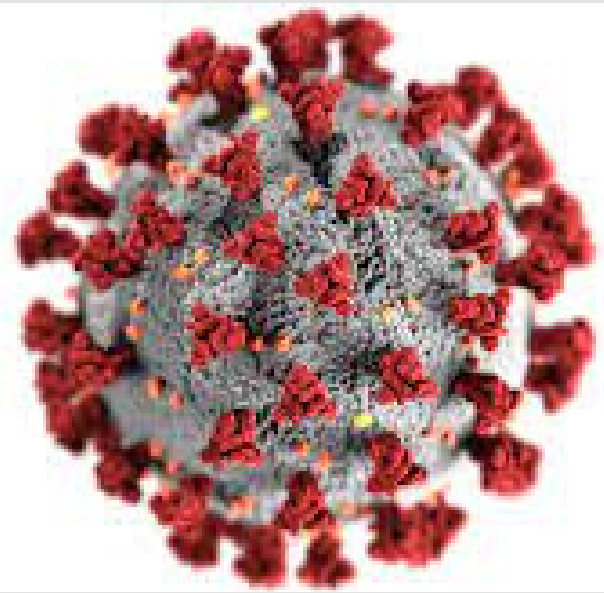
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si=0a26fef88e1a4dc2](https://open.spotify.com/show/2fNG2TGxSEVcEeuIcMQdyD?si=0a26fef88e1a4dc2)



Time-Millionaire or Millionaire?

A blue-tinted background image of a desk setup. On the left, a laptop is partially visible with a pair of headphones resting on its keyboard. In the center, a tablet is propped up, displaying a website with the text 'Free templates' and 'Show'. The overall scene is dimly lit, suggesting a professional or creative workspace.

IT Risk & IT Security careers in 2023



3 General Trends in the Labour Market

- Positive effect that the global COVID-19 pandemic had on retention are gone
- Tension between enterprises that want to return to prepandemic norms and employees who want to hold onto newfound flexibility
- High level of resignations, increased amount of freelancers aiming for better work-life-balances



Global Supply & Demand in IT Security

- 4.7 million people work in a security-related job
- A worldwide gap of 3.4 million cybersecurity workers



Global Supply & Demand in IT Security

- Current state: A global shortage of talent
- Most people expect that the shortage will grow
- Increased salary expectations have led to an **intense battle for talent**



Dutch Supply & Demand in IT Security

- Data Scientist from Gemeente Amsterdam calculated that for every senior cyber security professional there are 26 vacancies available

The Threats



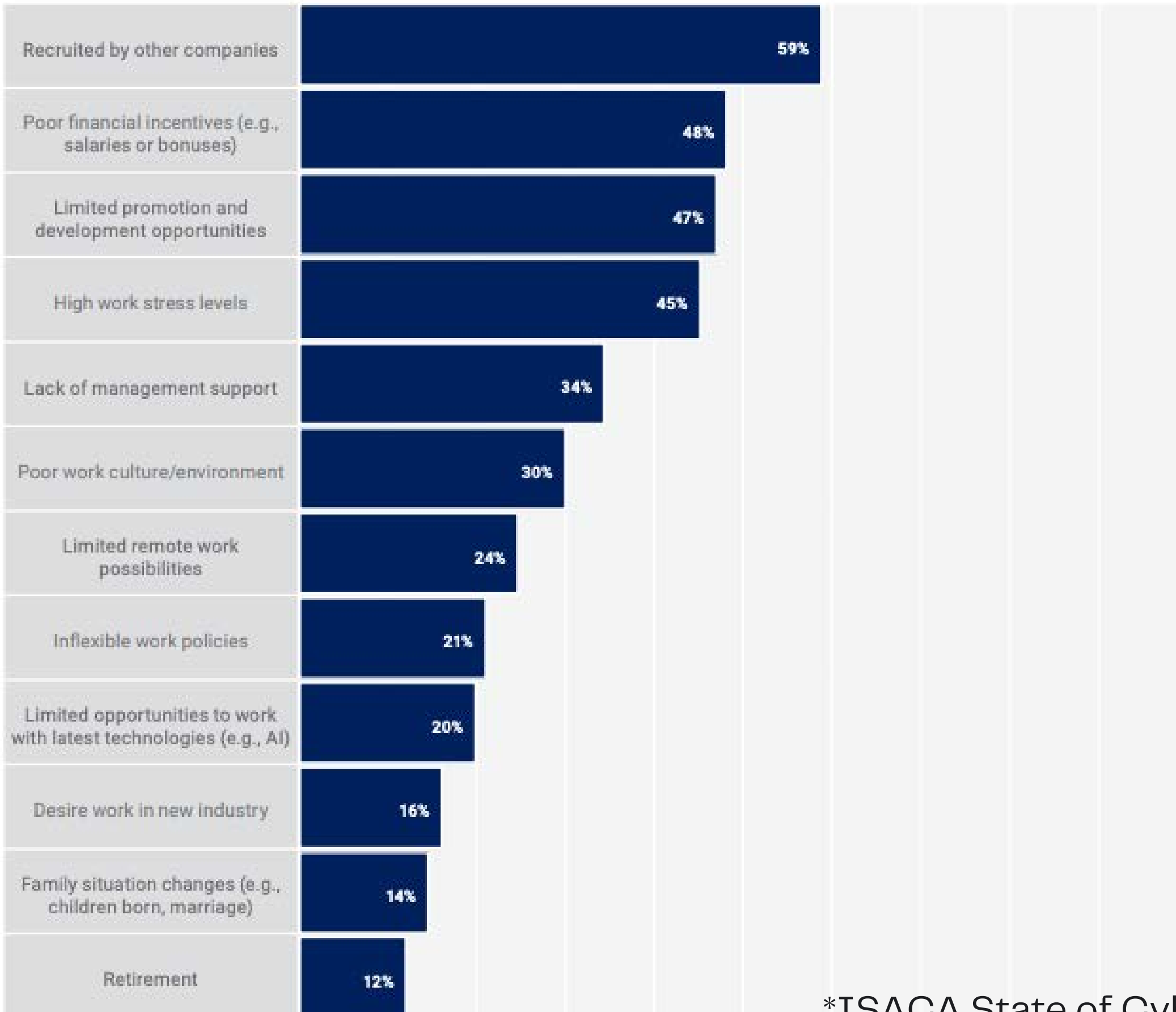
Threats for Companies: understaffed teams

- Retention and Burn-Outs: 60% of companies struggle with retaining security talent
- Recruitment: time to hire is the main issue
- Higher costs due to contractors
- **Threat of being hacked and not being compliant**



FIGURE 20—WHY CYBERSECURITY PROFESSIONALS LEAVE THEIR JOBS

Which, if any, of the following factors do you feel are causing cybersecurity professionals to leave their current jobs?

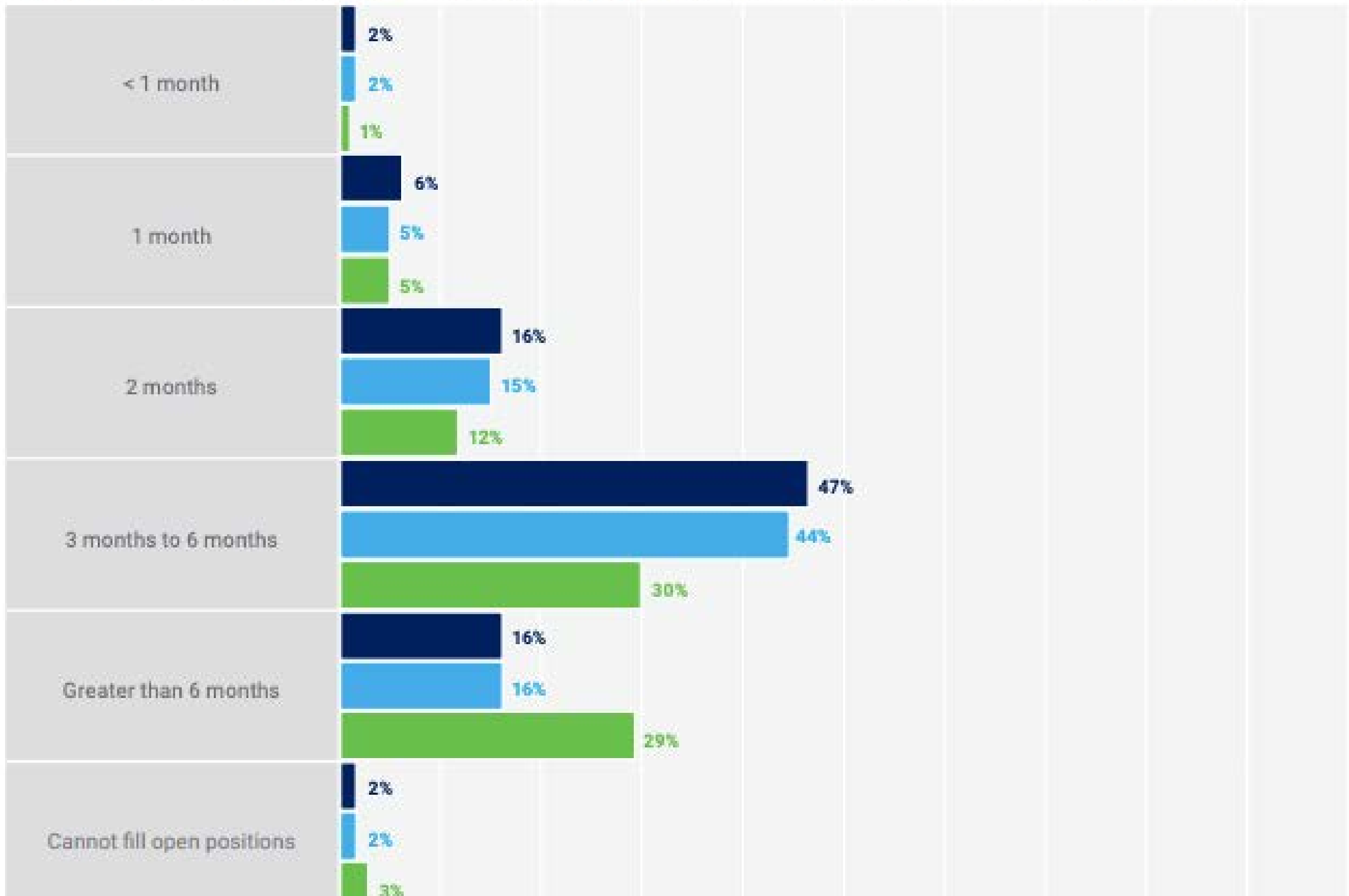


*ISACA State of Cybersecurity 2022



FIGURE 7—TIME TO FILL A CYBERSECURITY POSITION (2020-2022)

On average, how long does it take your organization to fill a cybersecurity position with a qualified candidate?



*ISACA State of Cybersecurity 2022



Threats for professionals: new forms of competition

- More (and younger) contractors in the market with more specialised skills
- Digitalisation makes border disappear
- Off-shoring or near-shoring
- Automation
- Recent lay-offs in the tech industry

The Opportunities



Opportunities for Companies

- Enter the field
- Outcompete competition when regards to recruiting and retaining talent
- Tip: focus on whom you want to attract and design a tailor made package and agile hiring process
- Search inside the company for talent and focus on education. That is what matters most





Opportunities for professionals: Start, Scale, or Stay

- **Start:** career switch into IT Risk & IT Security?
- **Scale:** as a freelancer / contractor
- as business owner

or

- **Stay:** negotiate on salary and working conditions

How to switch?

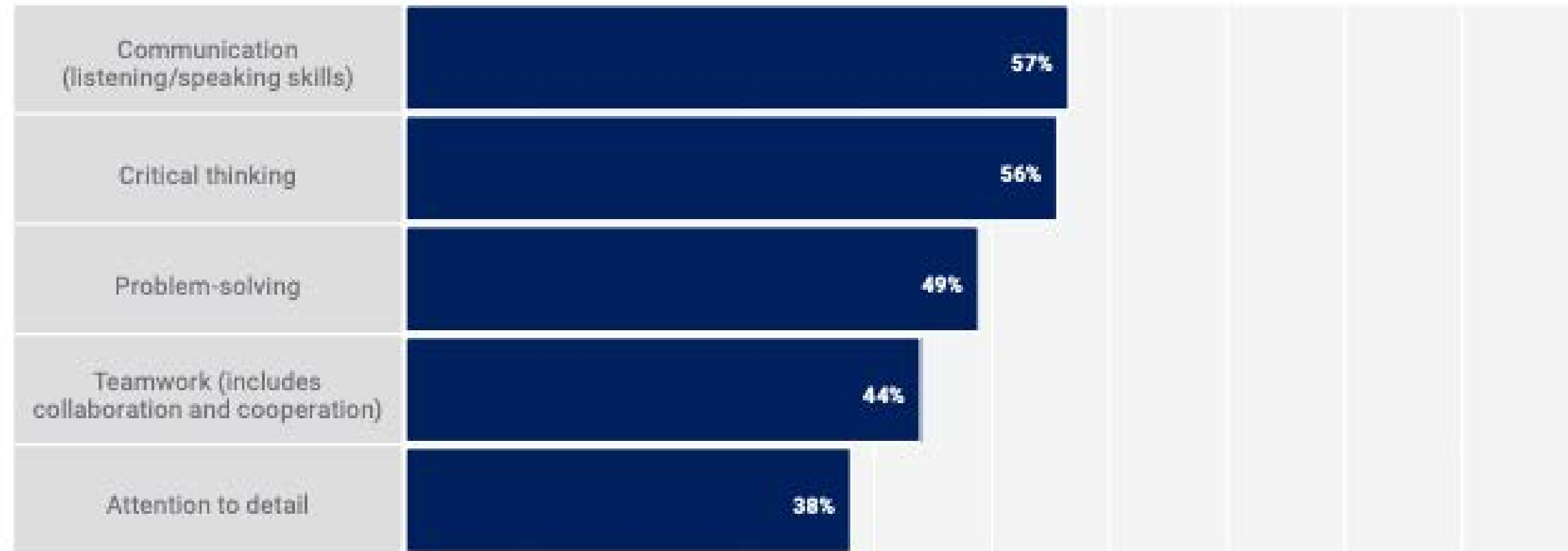
Entering a new field: it is nothing (that) new

- Find synergies within current profession and IT Security field. There are plenty...
- Talk with IT Security colleagues. They are hiring...

Entering a new field: pick something that fits you

FIGURE 23—TOP 5 SOFT SKILLS

Please choose the top five most important soft skills needed by security professionals in your organization today.

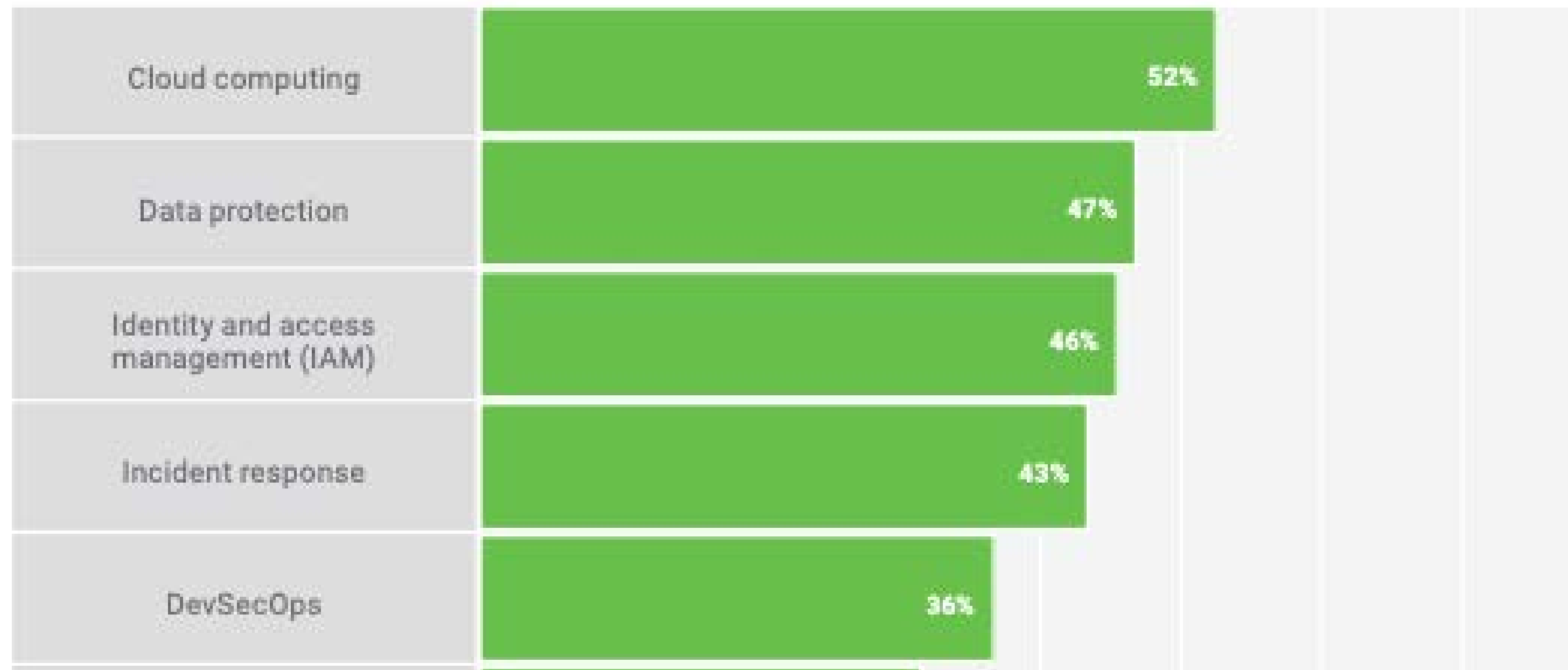


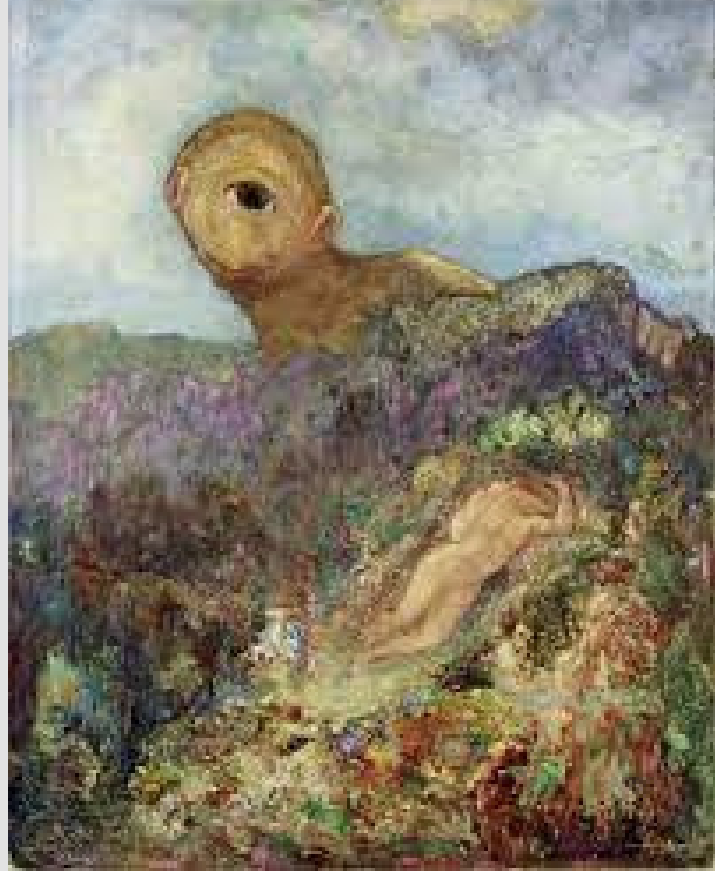
Biggest misconception: cyber security is only for technical people

Entering a new field: pick a blue ocean

FIGURE 22—TOP 5 SECURITY SKILLS

Please choose the top five most important security skills needed in your organization today.





Give it time – it is worth it!

- It is a very 'young' field. But it won't grow old anytime soon...

The role of certifications



Certifications and self-study: does it help?

- CISM, CISSP, CISA, ISO Lead Auditor
- TryHackMe, HackTheBox, CEH
- Vendor certifications

What do you optimize for?

Time Millionaire

Q & A

Thank you!

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