

Lack of (diversity in) necessary security expertise,  
in Science and Practice

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# How to provide enough & good enough Security professionals?

- ❖ Where to find the right sources for new professionals?
  - ✓ Secondary vocational education (MBO)
  - ✓ Higher professional education (HBO)
  - ✓ University students (WO)
  - ✓ Or lateral entrants (zij-instomers) with management and / or life experience?
  
- Depends on specific roles / tasks within the security organization, e.g. Ethical Hacker: young creative vs CISO: experienced manager

## How to ascertain the right knowledge and skills?

- ❖ How can they prove their knowledge and skills? For which role, at what level?
  - ✓ Measuring is Knowing, so we have exams, certification, titles ....
  - ✓ ISC<sup>2</sup> , EC-Council & ISACA (US-oriented) or SECO-institute (e-CF based)
  - ✓ Does a CISO needs to have academic credentials? Or rather the right skill-set?
- My opinion: Personality makes knowledge valuable ...



Seaside Matchmaking Cybersecurity 2016