



Case study: Employing Cybersecurity professionals using the ECSF Framework

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IDENTIFY THE NEED

Background:

- Company is an SME
- They already have an organization for cyber security
- They are growing and have identified the need for new cybersecurity professional

Challenges:

- How to define the requirements for open position?
- How to get support for organizational profiles?
- How to position themselves in the job market?





UTILIZE THE ECSF

The employment process starts from internal needs

- Lack of expertise in current organization
- New customers
- Heavy workload in current organization

Defining the right scope for open position can be challenging

- Mixed requirements and skillsets
- Lack of expertise in HR
- Competition in the job market





CHOOSE THE PROFILE

Identified knowledge and skills for Professional:

- The role is in the development organization
- Role in hand needs to have understanding of programming languages
- Role is for senior level specialist or architect
- Role needs to understand SW architecture and security principles
- Role needs to have understanding of secure development principles
 - Processes, roles
- Role needs to have understanding of risk management framework
- Role needs to have understanding of privacy framework



**Chief Information
Security Officer (CISO)**



**Cyber Incident
Responder**



**Cyber Legal, Policy and
Compliance Officer**



**Cyber Threat
Intelligence Specialist**



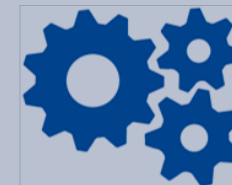
**Cybersecurity
Architect**



**Cybersecurity
Auditor**



**Cybersecurity
Educator**



**Cybersecurity
Implementer**



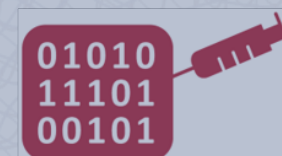
**Cybersecurity
Researcher**



**Cybersecurity Risk
Manager**



**Digital Forensics
Investigator**



**Penetration
Tester**



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Profile Title	Cybersecurity Architect
Alternative Title(s) <i>Lists titles under the same profile</i>	Cybersecurity Solutions Architect Cybersecurity Designer Data Security Architect
Summary statement <i>Indicates the main purpose of the profile.</i>	Plans and designs solutions (infrastructure, software, hardware) and cybersecurity controls
Mission <i>Describes the rationale of the profile.</i>	Design solutions that create architectural models appropriate architecture and specify development of cybersecurity standards
Deliverable(s) <i>Illuminate the Profiles and explains relevance including the perspective from a non-Cybersecurity/ ICT point of view.</i>	• Cybersecurity Architecture • Cybersecurity Design
Key skill(s) <i>A list of abilities to perform work functions and duties by the profile.</i>	• Conduct analysis • Draw architectural specific



TAILOR THE PROFILE

Go through ECSF profiles and identify the most suitable profiles and Combine the information

- Cybersecurity Risk management
- Policy & legal (privacy)
- Cybersecurity Architect
- Cybersecurity Implementer
- Penetration tester



Prioritize the skills



Tailor the job profile



Utilize the profile in job opening





NETOX
CREATING TRUST