

Exploring Discrepancies in CISO Job Advertisements: A Comparative Content Analysis

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Agenda

I. Introduction

II. Objectives and Methodology

III. Data Analysis

IV. Key Findings

V. Conclusion

VI. Q&A Session



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The CISO

Chief Information Security Officer

Expectation

- C-level executive and leader within an organization
- Overall responsibility for information security / cyber security organization (processes, staff, budget, ...)
- Responsible for strategy, policy framework, risk management, security program (usually in the context of information, data or cyber security)

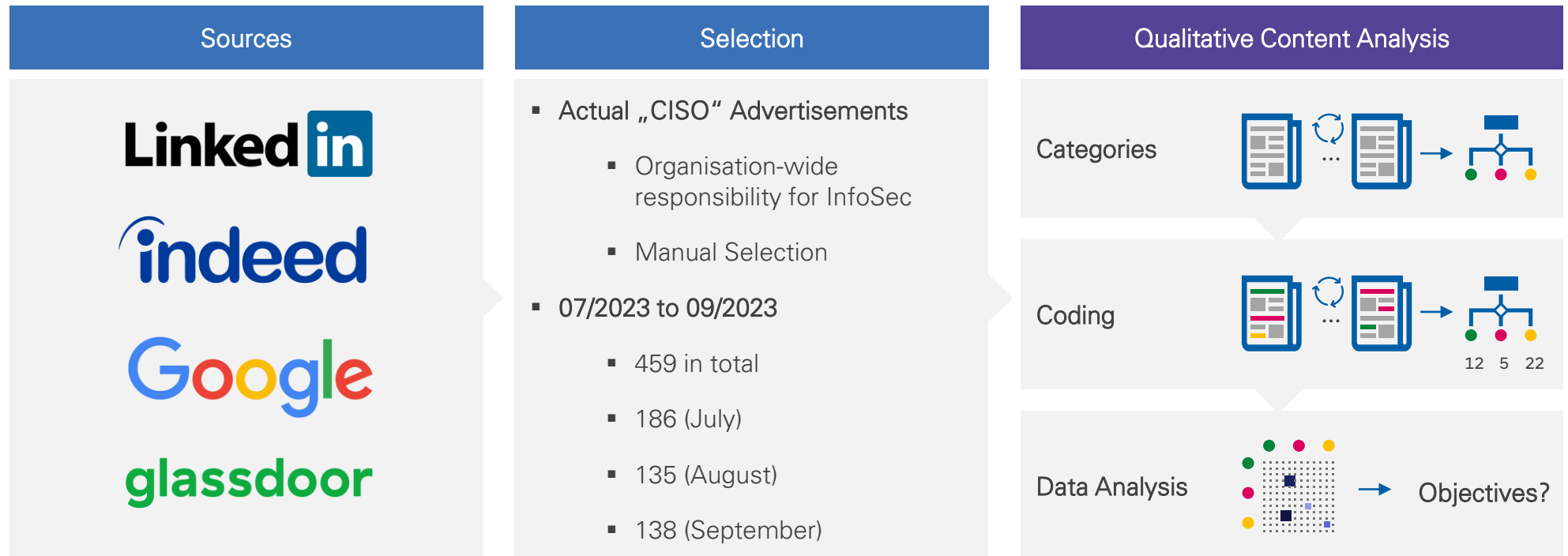
= Reality?

Motivation & Objectives

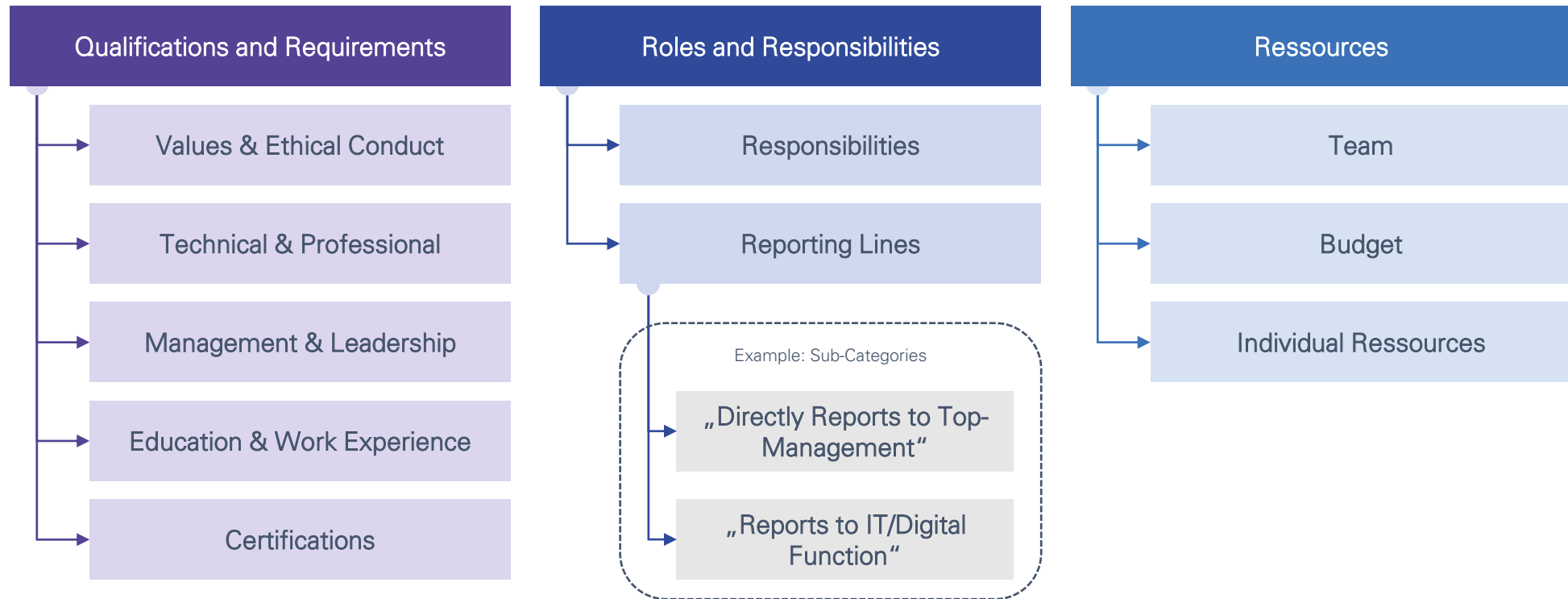
- What are the roles, responsibilities, resources, and duties outlined in actual CISO job advertisements?
- How do these advertisements align with the actual requirements derived from contemporary best practices and standards?
- Are there regional variations amongst CISO job descriptions?

... is the job advertisement the beginning of all the mess that comes after?

Qualitative Content Analysis

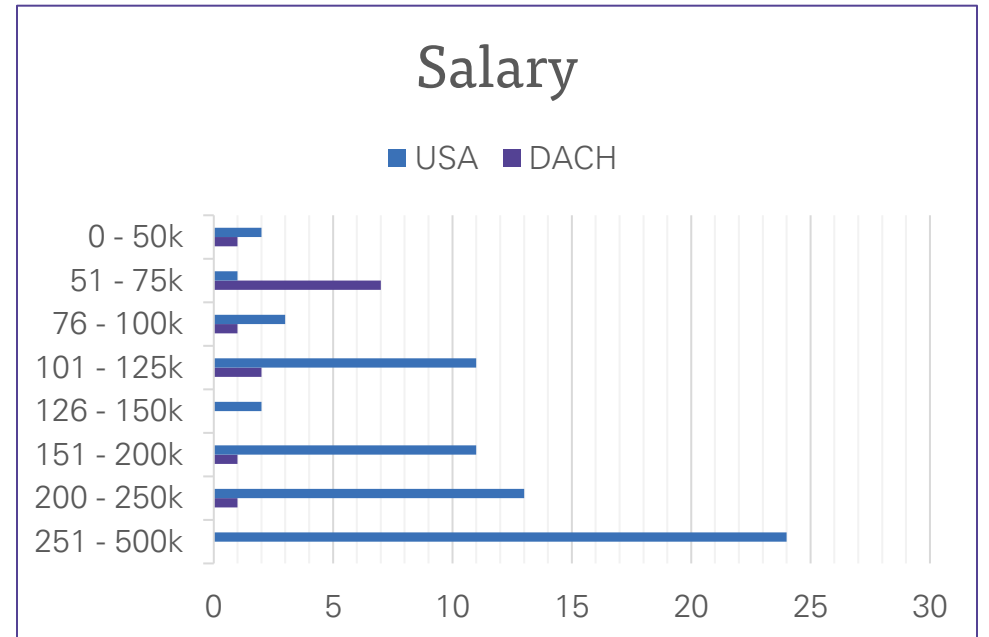


Data Analysis: Coding and Categorization



Key Findings: Ressources

- Mismatch between range of expertise and workload vs. resources provided by the company
 - Budget (17%)
 - Security Team (<5%)
- No free coffee?

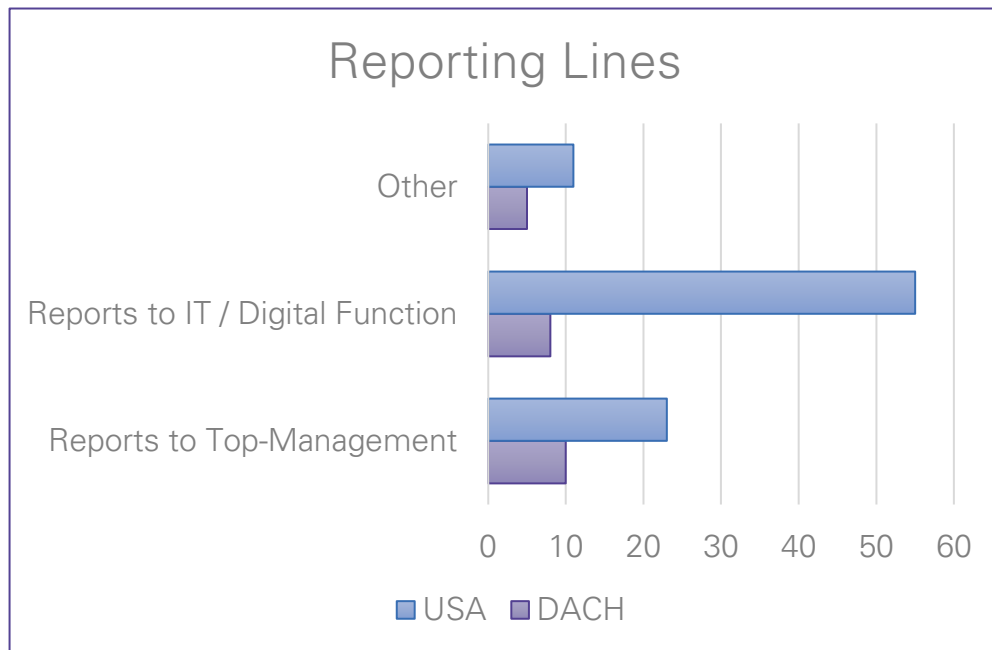




Key Findings: Qualifications and Requirements

- CTRL+C, CTRL+V?
- Academic background with a focus on technical rather than management expertise
- High requirements in both “in depth” technical skills as well as management and leadership skills (27,5%)

Key Findings: Role and Responsibility



- Are we really looking for a CISO?
- Conflicting interests in both line of reporting and professional responsibilities
- Lack of authority?



Code Relations & Mapping

- Germany & the ISB phenomenon
- Who needs a team if you have a CISSP
- Massive gap between level of detail in job advertisements in DACH and USA



Conclusion & Remarks

- Mismatch between job advertisements, expectations and required profiles could possibly interfere with the effectiveness of the security organization and strategy
- Mismatch between resources and responsibilities
- Job advertisement can only give us an indication and might not highlight the actual role of the CISO within a particular organization

Thank You For Your Attention!
Any Questions?

