The European cybersecurity recruitment process

Understanding the European cybersecurity HR recruitment needs & process is fundamental to employ new workforce in a sector which is growing fast like the cybersecurity one. This infographic presents the feedback collected at European level on three main questions.

As ECSO is establishing a dialogue between the cybersecurity industry and the HR community, what would you see as the main priority or topic to address?

Half of respondents agreed on common cybersecurity skills framework and training and development for cybersecurity staff.

If ECSO was to develop a European HR Cyber Toolkit with access to a "cyber knowledge pool", what would be the most useful content to include in that knowledge pool?

- 52% voted for understanding the needs of the cybersecurity professional (it's more than just money)
- 28% selected new approaches to competence building
- 19% voted for how to build your recruitment team and rapport with candidates

Other respondents (1%) agreed on new approaches to competence building and understanding the needs of the cybersecurity professional.
Through its working group on Education, Training, Awareness, Cyber Ranges, ECSO works together with its Members on a variety of activities, including EHR4CYBER (HR/jobs), which builds up a cybersecurity training and exercise ecosystem, as well as a European Cyber Range Community.

Where are you having the best success in sourcing talent at the moment?

43% voted for personal recommendation/referral
25% Internal network
20% Social media, company website
10% University relations
8% Cross-training internal workforce development
1.7% Dedicated cyber headhunting firms
0.3% Traditional staffing firms

Most additional replies mentioned publishing a job posting via their own organisation’s channels and local official journals.

RESOURCES
This ECSO Working Group provides useful resources for the HR community involved in hiring cybersecurity professionals. The following papers are available for consultation under ECSO’s "publications" webpage:

- Information and Cyber Security Professional Certification. Read here.

For questions, please contact wg5_secretariat@ecs-org.eu