

Resumes the RaiseMe Way

ShellCon U 2019

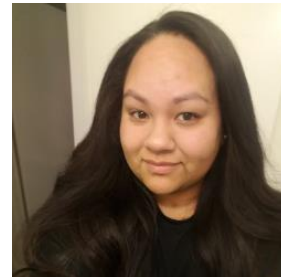


Clinic by
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Merissa Villalobos
October 12, 2019

About Us

- Lori Barfield, con organizer
- Hiring Contrarian
- Team Builder

- Merissa Villalobos
- Cybersecurity Recruiter
- Team Builder



This Workshop



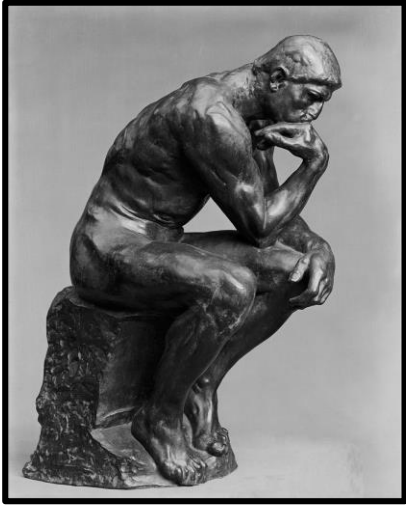
What this Workshop Is

- Analysis of the hiring process
- Actionable advice on how to improve your resume
- Exposure to the hiring manager's perspective

What this Workshop Isn't

- Ultimate authority over the right way
- Replacement for your own resume development process

The Job Hunter's Process



Serialized Steps



Effective Resumes

- Says what you do want and implies what you don't
- Role & career progressions
- Certs/accomplishment balance

What **Job** Does this Candidate Want?

1. Industry
2. Type of Company
3. Role on Team
4. Growth Potential

Salary Isn't Everything

- Challenges
- Career Path

The RaiseMe Approach

- Resume development is a process with a purpose
- Master resume
- Tailor resume to posting
- Certs/accomplishment balance
- Essay approach
- Common message
- Emphasize role progressions
- Don't be modest about work

Attention to Detail ✓

Where They Get Their Information



- Glassdoor
- Kununu
- Facebook
- LinkedIn
- Paysa
- Indeed
- Blind
- Hire

Qualifications



1. Skills
2. Experience
3. Accomplishments
4. Education

How to Build Up Conventional Qualifications

- Lean over in current role
- Casual consulting on 1099
- College degrees, certificate programs
- Industry, vendor certifications and training



Industry Certifications

- ISC2 CISSP
- ISACA CISA
- ISACA CISM
- CompTIA Net+
- CompTIA Security+



- ISC2 CCSP
- CSA CCSK
- CEH
- OSCP
- SANS GIAC

Good Candidates Face Challenges

- IT Industry practices cookie-cutter hiring for efficiency, low risk
- Best teams are diverse
- IT HR processes follow self-defeating conventions

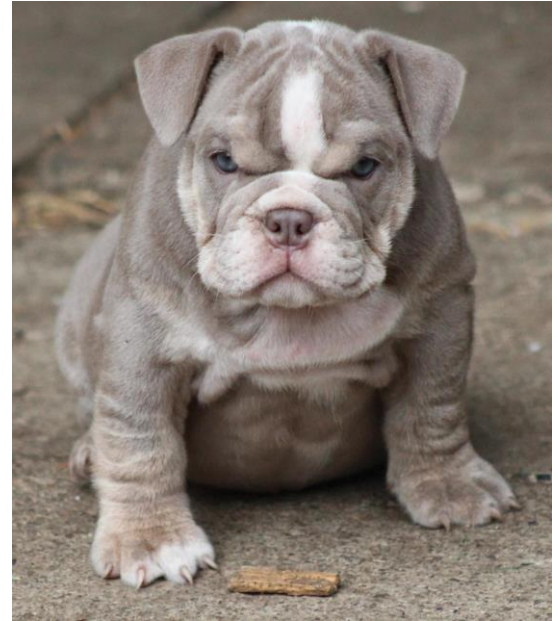
Unconventional Qualifications

- Volunteer work
- Open Source
- Speak at user groups
- Online skill builder sites
- Infosec: Competitions



Kill the Dogma

Rules about Resumes



Resume Dogma



- ~~Exact Length~~
- ~~Be General~~
- ~~Pad with Buzzwords & Acronyms~~
- ~~You Need Every Cert~~
- ~~Blitz~~
- ~~Use Formulaic Section Titles~~
- ~~Avoid Employment Gaps~~
- ~~Self Descriptions Sell~~
- ~~Everyone Exaggerates~~

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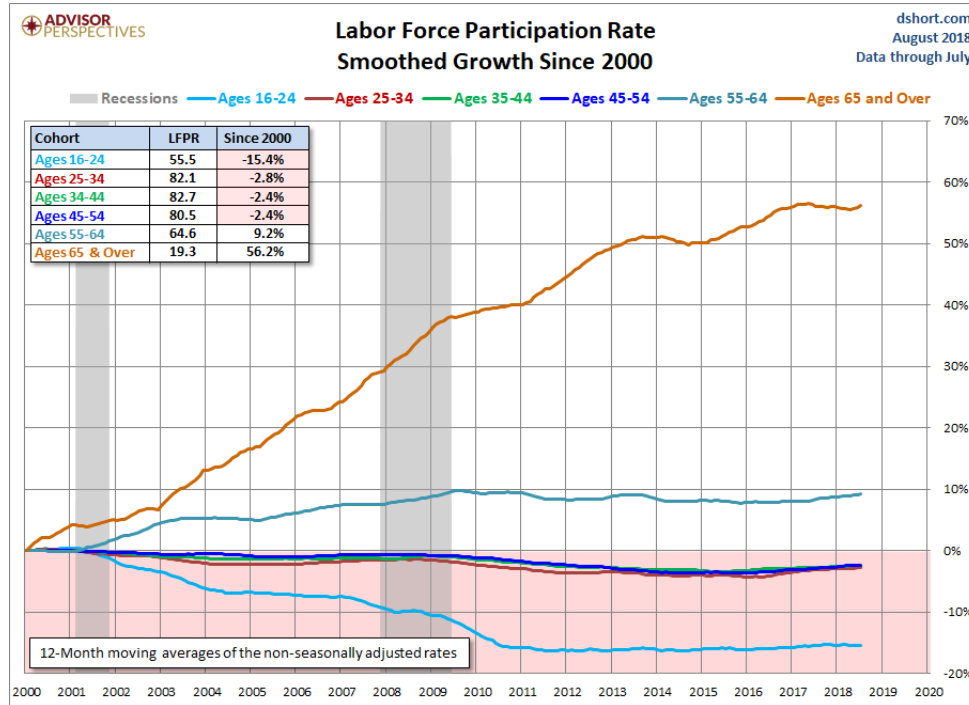
Prejudices: Aging and Rejoining

Managers should use objective measures for choosing candidates, but they are human



It's not just age: New managers are more likely to be uncomfortable directing people who aren't like themselves

The Modern US Work Force



Aging and Rejoining Prejudice

100% Transparency is not appropriate



- Close to retirement
- “Leave at 5pm”
- Have another baby too soon
- Get sick again

Interview Refresher

- You interview them
- Short 30-second responses
- Don't go negative
- Practice, until you avoid “apologies”
- Make a case that avoids prejudices

Recruiters Aren't Your Therapists

- Come to the table with a plan
- Be clear about what you don't want
- Give after-interview feedback
- Find the right recruiter!

That's All, Folks!



RaiseMe@shellcon.io

Attributions & More Resources

Advisor Perspectives <https://www.advisorperspectives.com/dshort/updates/long-term-trends-in-employment-by-age-group>

Data USA Home Page <https://datausa.io/profile/soc/151122/>

Older Statistics (not Referenced)

2016 Skills gap stats: TechWeekly

<http://www.techweekly.com/viewpoints/2016/09/12/2016-cybersecurity-skills-gap-infographic/>

Statistical Abstract of the United States <https://textbooks.today/products/9781598886399-1598886398-proquest-statistical-abstract-of-the-united-states-2014-the-national-data-book-proquest-statistical-abstract-series?variant=46738937365>

Indeed <http://blog.indeed.com/2017/10/19/tech-ageism-report/>

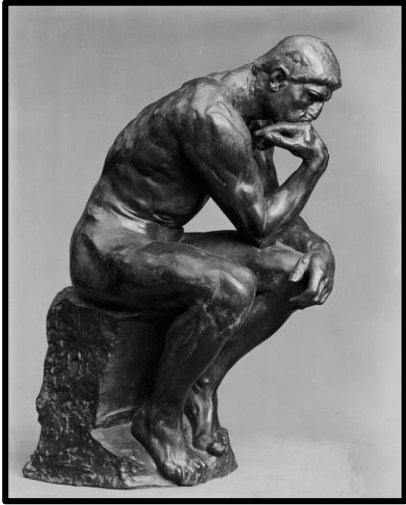
Exercise 1: What Are They Looking For?



Exercise 2: You Be the Manager



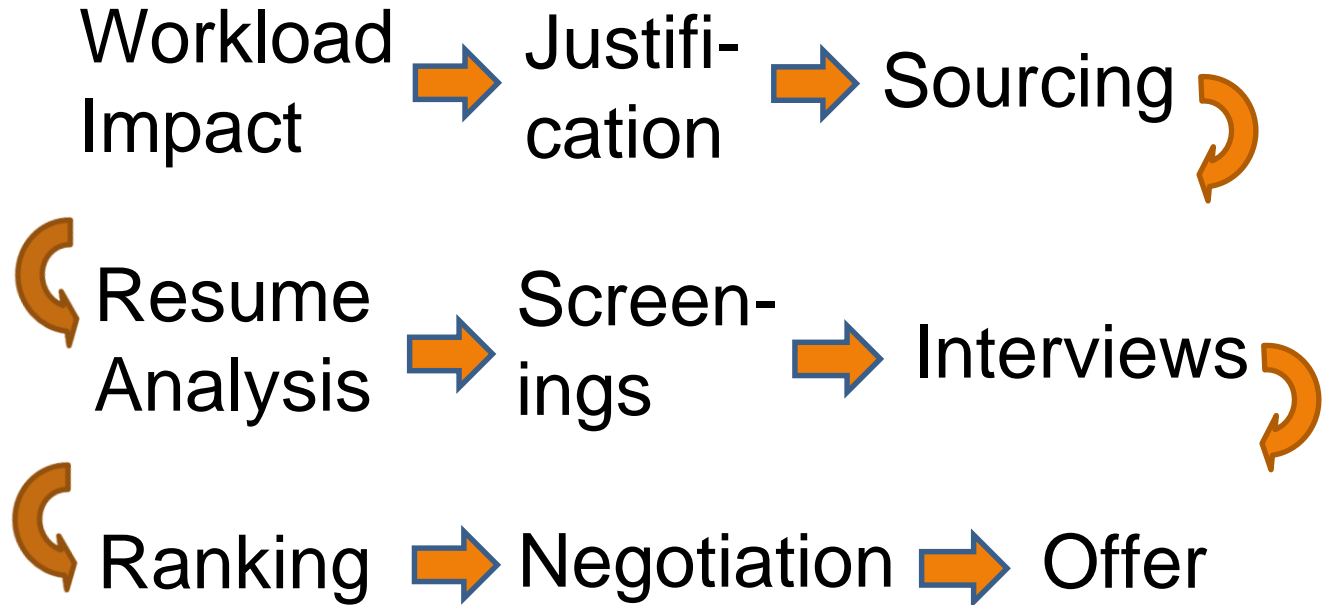
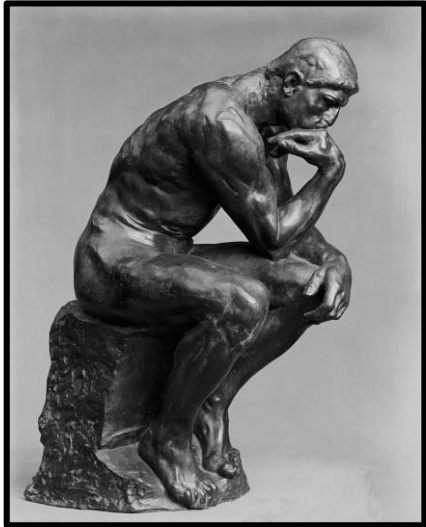
The Job Hunter's Process



Serialized Steps



The Hiring Manager's Process



Measuring the Fit

- Role on Team Previously Demonstrated
- Role on Team they Want
- Growth Potential
- Qualifications
- Compensation Needs
- Other Needs: schedule, telecommute, etc.

