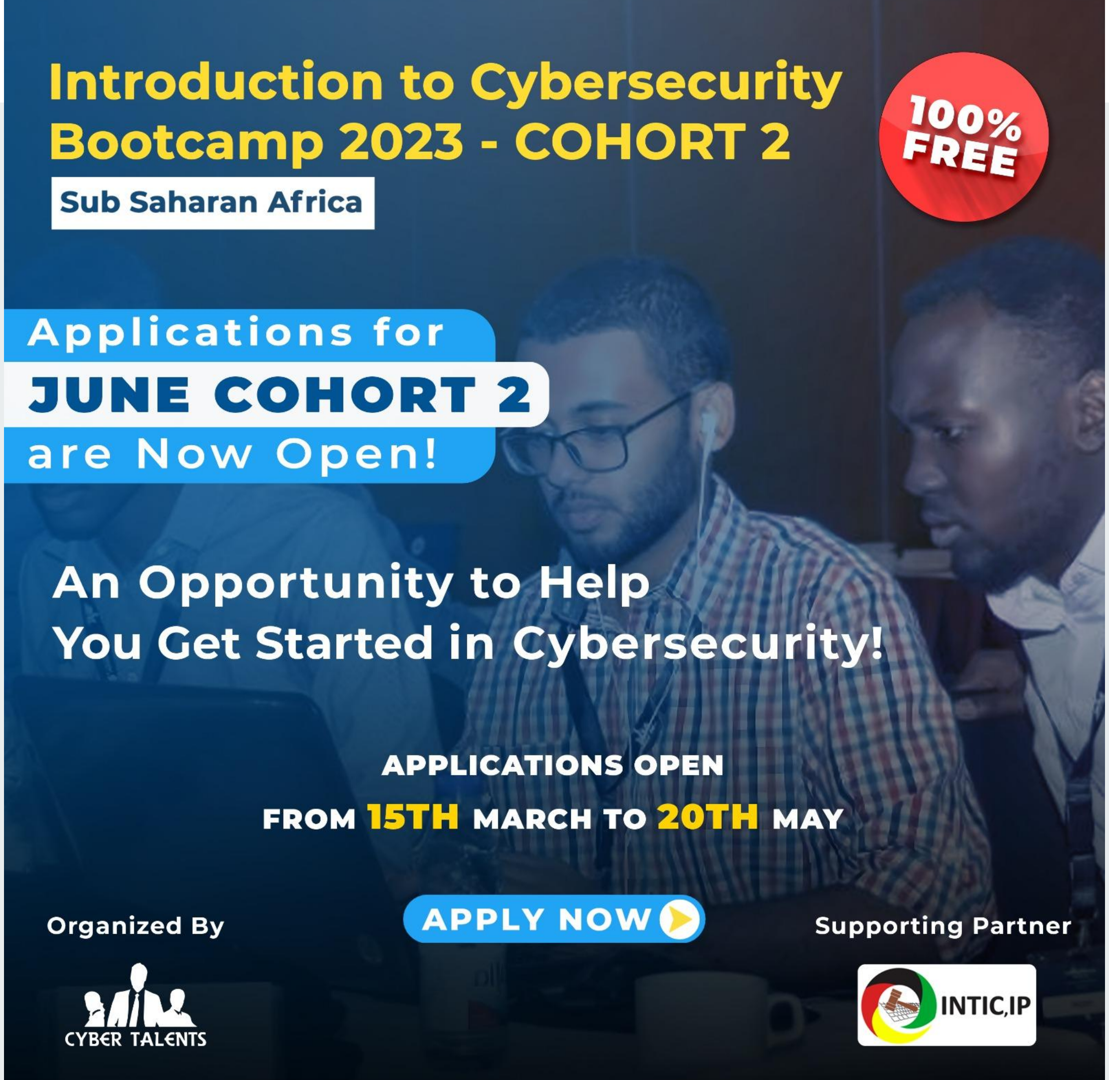
Organize
CYBERTALENTS
22 APRIL 2017

CyberTalents

Landscape Research

Moataz Salah, CyberTalents CEO

https://cybertalents.com/



Introduction to Cybersecurity Bootcamp 2023 - COHORT 2

Sub Saharan Africa

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JUNE COHORT 2
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Agenda

1. Who is CyberTalents?
2. Why is it important to know about cybersecurity talents landscape?
3. Research Methodology
4. Skills & Jobs Distribution
5. Tools & Learning
6. Recommendations & Insights

More About Me

- CEO and founder of CyberTalents with one mission:

  Connecting Top Talents to Global opportunities

- 15+ Years of Experience in the Cybersecurity Field.
- Worked in fortune 500 companies like Intel, IBM, and Valeo.
- Passionate about building cybersecurity communities.

Who is CyberTalents?

We are a global end-to-end cybersecurity talents platform for learning, practicing, and testing cybersecurity skills. In addition to being the largest cybersecurity community in the region.

CyberTalents Learn

A gamified cybersecurity training solution for individuals, companies, and universities to enhance their technical skills using hands on challenges in different cybersecurity domains.

CyberTalents Compete

A platform to host CTF competitions with the largest library of cybersecurity challenges.

CyberTalents Hire

Connecting top talented cybersecurity professionals with global opportunities in different security fields.

CyberTalents CSaaS

A service with a monthly flat fees offering different security services like pentesting, code reviewing, network monitoring, etc to help companies secure and sustain their business.

CYBER TALENTS

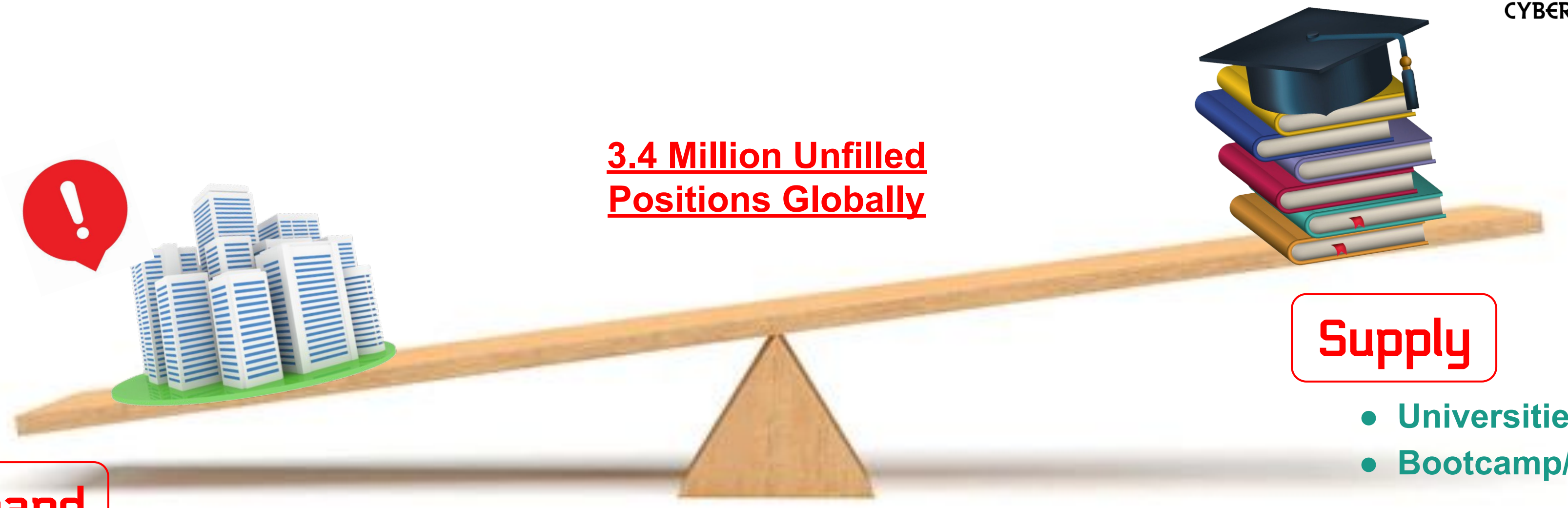
CYBER TALENTS

Why is it important to know our Cybersecurity Talents Landscape?

Why Knowing the Talent Landscape is Important?

CYBER TALENTS

3.4 Million Unfilled Positions Globally



Demand

- Enterprises (Banks, Mobile Operators, etc)
- Governments (Ministries, Military, etc)
- SME, Startups (Fintech)
- Security Vendors (Services, Products)

Supply

- Universities
- Bootcamp/Training

Reference: : ISC2 Cybersecurity Workforce Study 2022

Cyber Talents Landscape Research

Research Methodology

Methodology

CYBER TALENTS

+200 CTFs

Participation of talents in nearly different +200 CTFs.

+500K Submissions

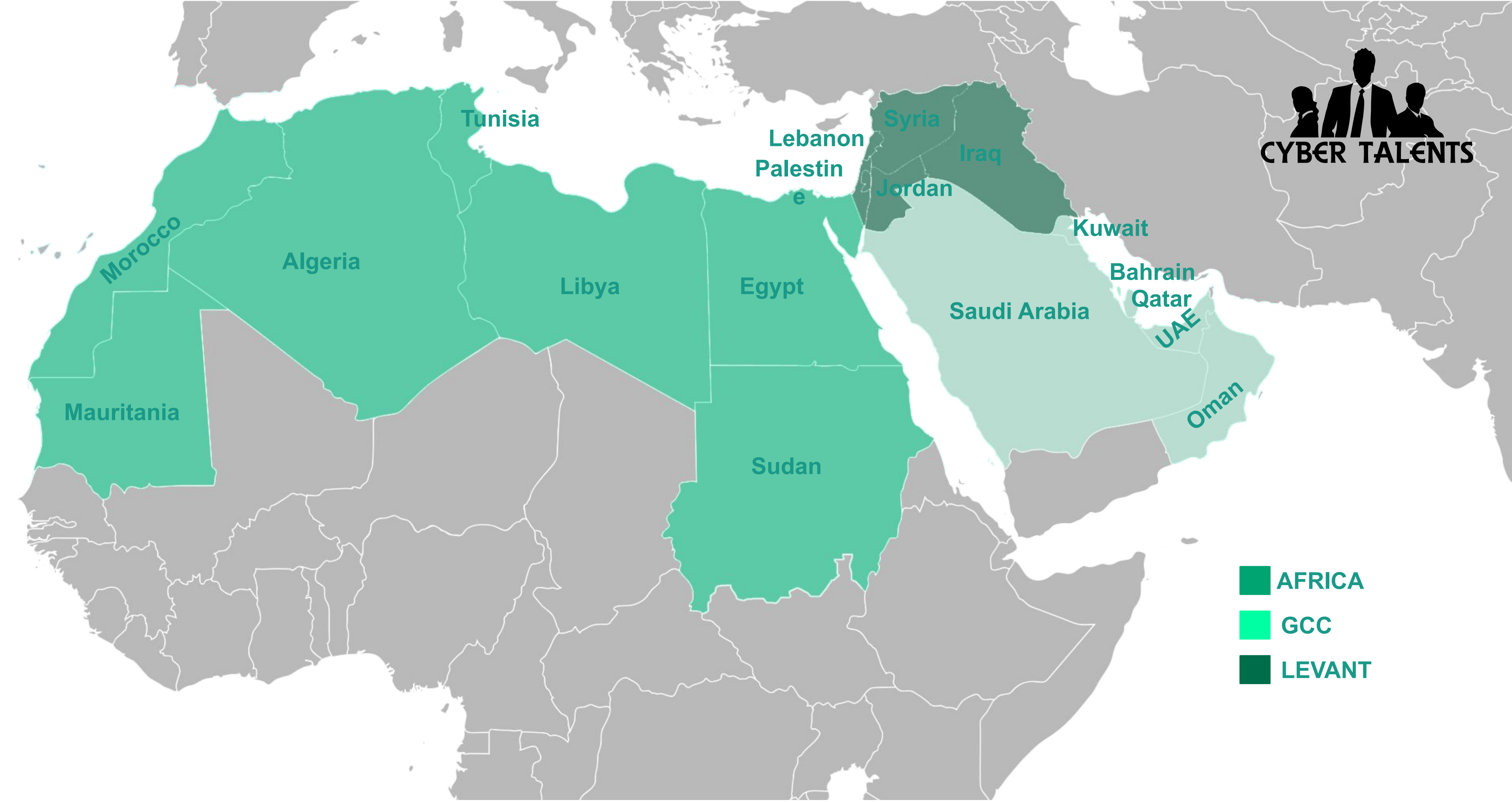
This includes nearly half million submissions across nearly 1K challenges.

+30K Talents

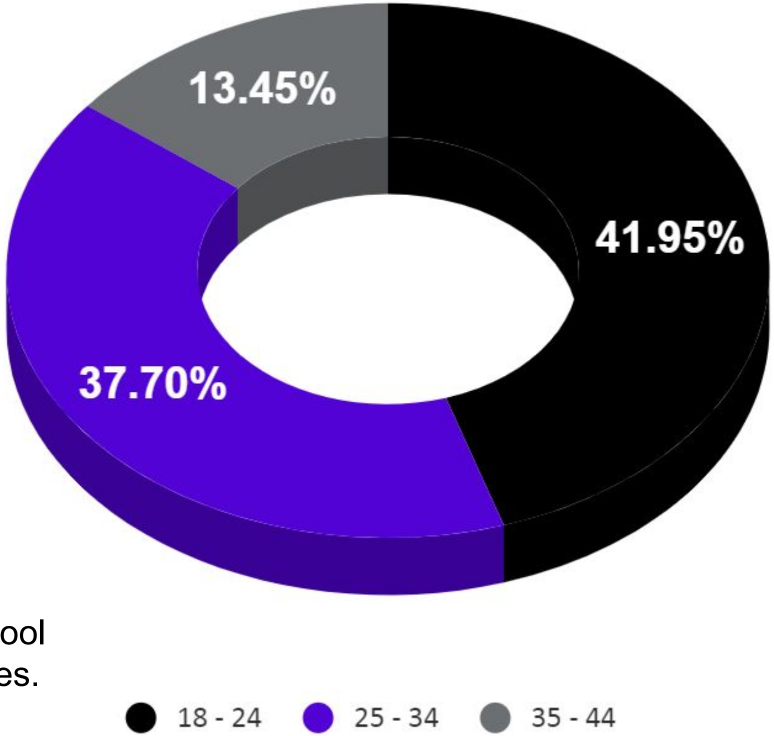
Many talents from different countries practicing and playing.

+800K Training Hours

Talents trained on different cyber security courses.


CYBER TALENTS
Tunisia
Lebanon
Palestine
Syria
Iraq
Jordan
Kuwait
Morocco
Algeria
Libya
Egypt
Bahrain
Qatar
Saudi Arabia
UAE
Mauritania
Sudan
Oman
AFRICA
GCC
LEVANT

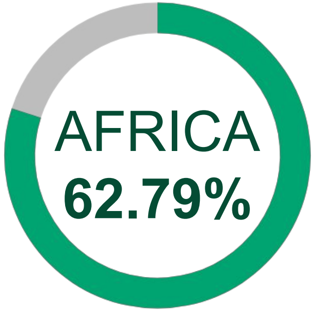
Distribution of Talents per Age



Insight 1: Cybersecurity career should start from young age. School activities should be on top priorities.

Demographics of Research group

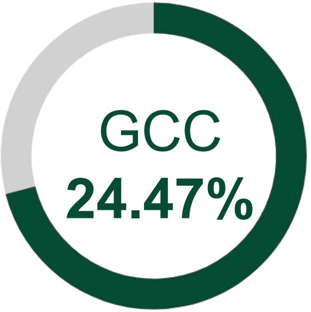
ALL: 30,018



AFRICA
62.79%

Males: 84.21%

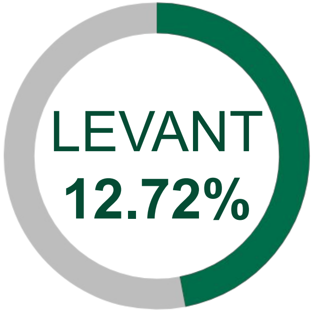
Females: 15.8%



GCC
24.47%

Males: 57%

Females: 43%



LEVANT
12.72%

Males: 79.74%

Females: 20.22%

Insight 2: GCC Female participation is beating global numbers. Thanks to organizations like WiCSME that constantly works on enhancing women technical skills and encouraging more women to join the field.

CYBER TALENTS

Skills & Jobs Distribution

Skills Distribution

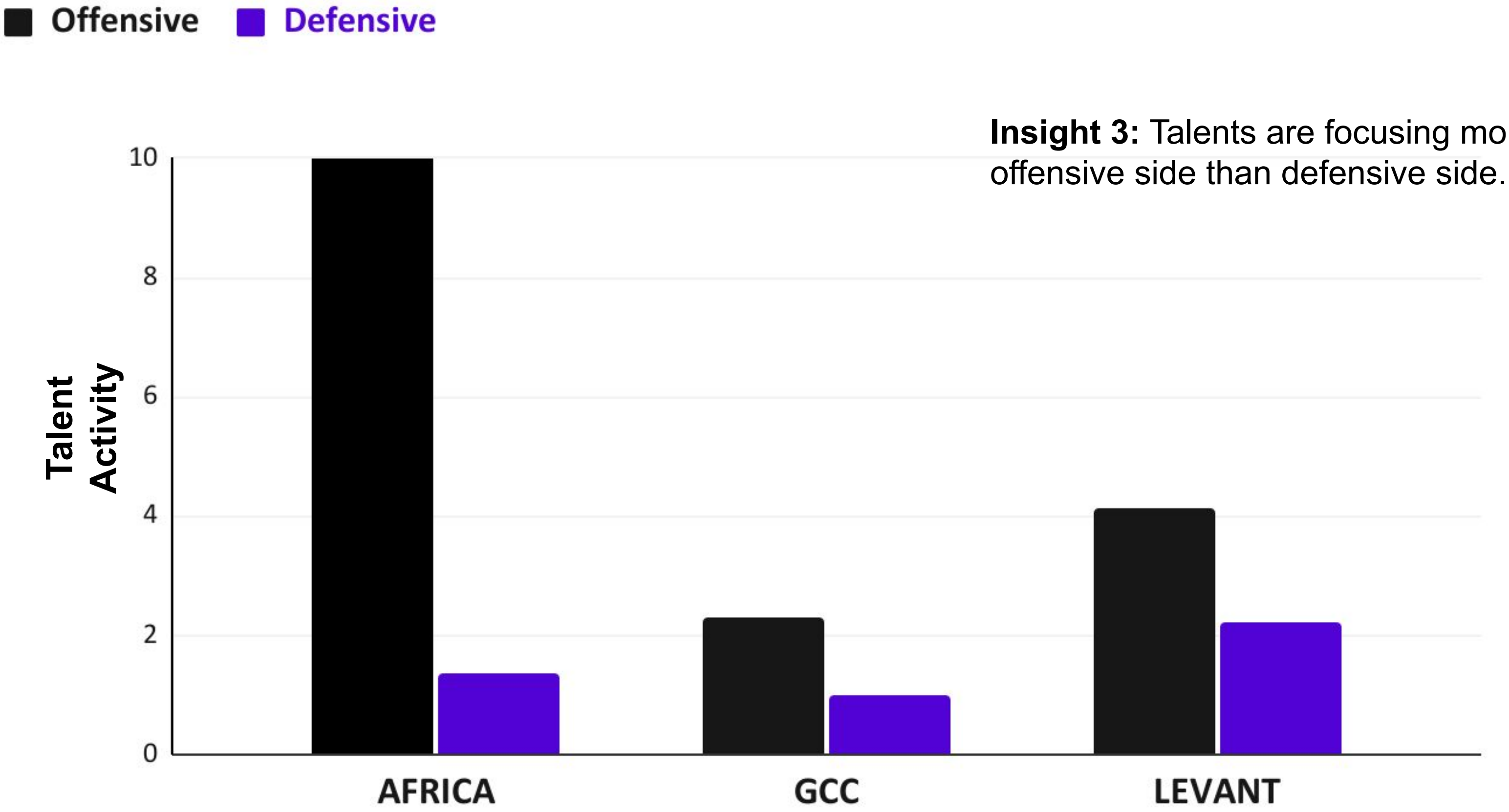
Offensive

Network Pentesters, Mobile Pentesters, Web Application Pen testers Red teaming, Bug Bounty Hunters.

Defensive

SOC Analysts, Digital Forensics Analysts, and Malware Analysts.

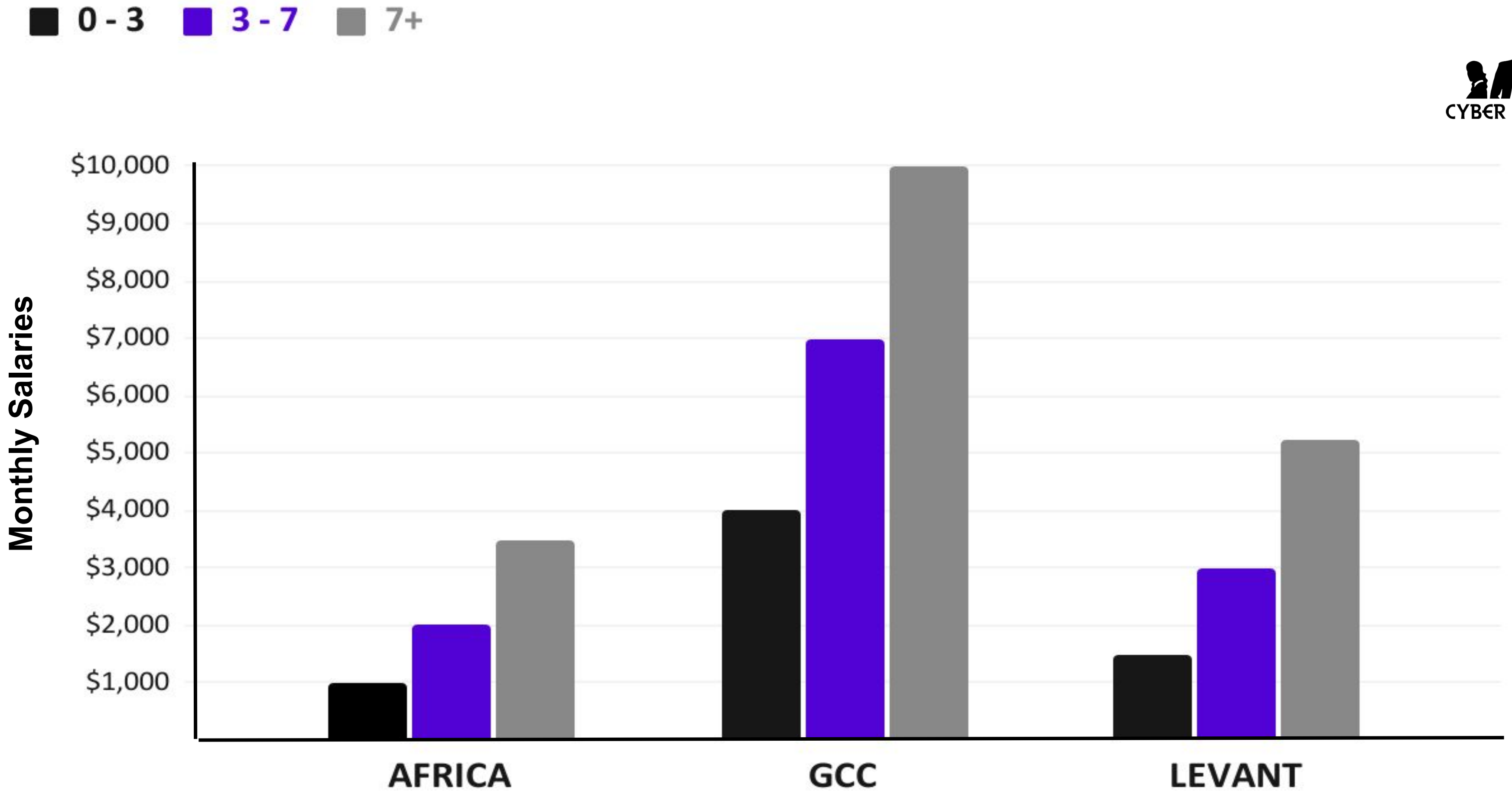
Skills Distribution



Insight 3: Talents are focusing more on offensive side than defensive side.

Skills

Monthly Salaries Per Region



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Jobs

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Tools & Learning

Top 4 Tools used by Talents

WIRESHARK

KALI

BURPSUITE

NMAP

Tools

Main Sources of Learning Cybersecurity

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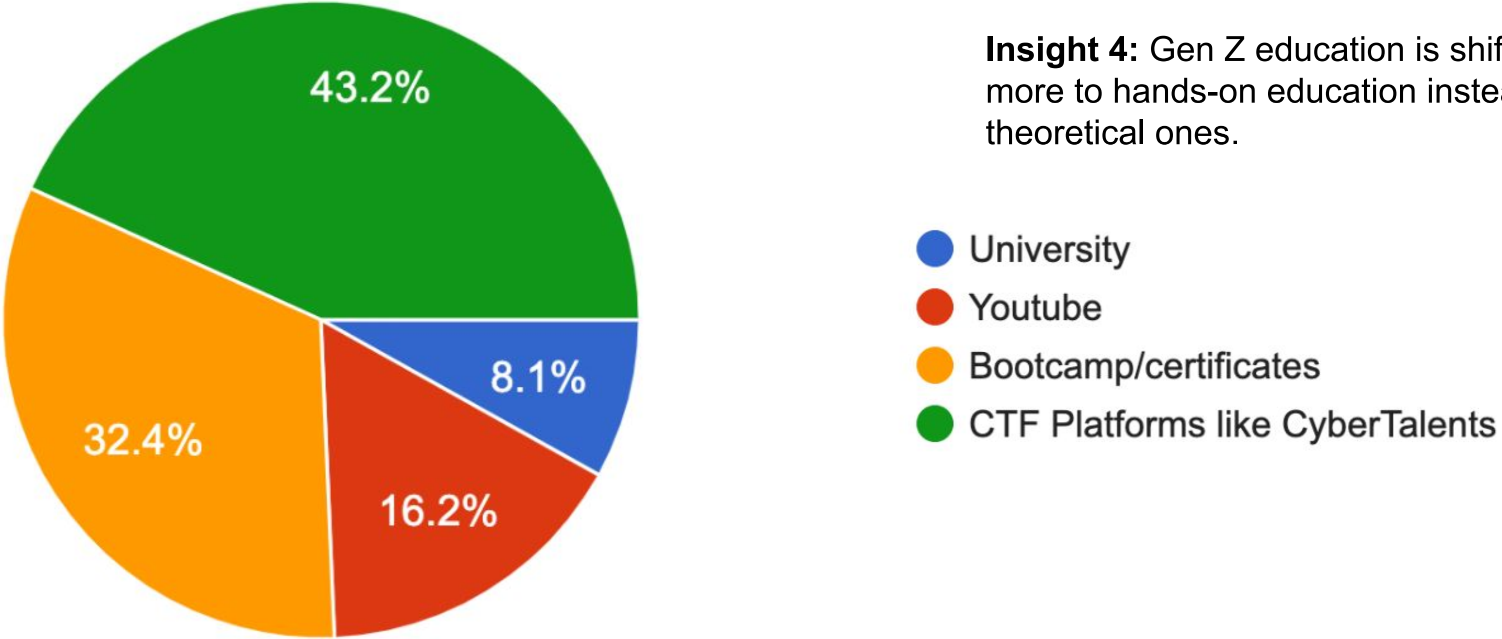
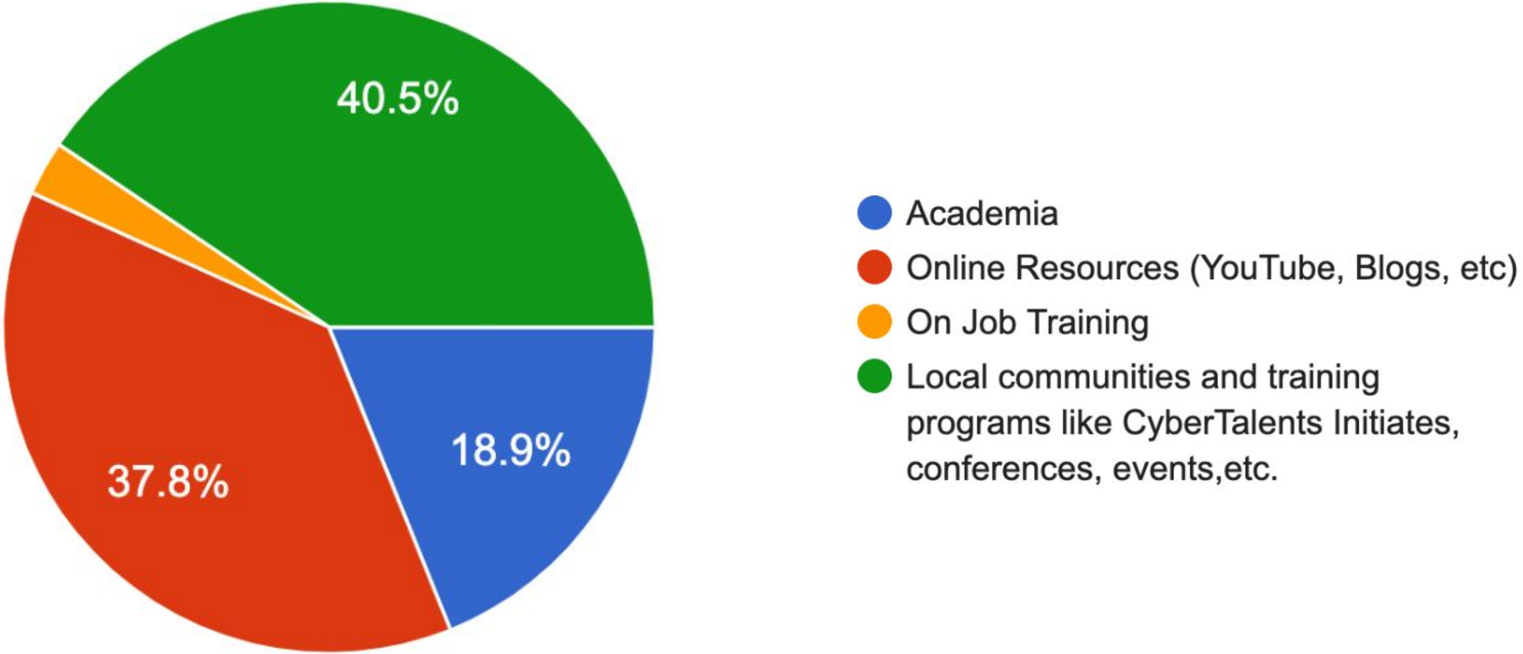
Insight 4: Gen Z education is shifting more to hands-on education instead of theoretical ones.



Learning

How did you enter the cybersecurity field?



Recommendations & Insights

Recommendations & Insights

CYBER TALENTS

1. For Governments:

a. Have a visibility of your country's talents in order to build the program that fits the skills they are missing and leverage on skills they have.

b. Use your existing pool of talents. All presented countries today have thousands of pentesters in each country. However, there are no local bug bounty initiates like the US pentagon initiates or US Air force initiate.

c. Start Early: Governments need to start working on initiates that is targeting high & medium school students. Let them exposed to the cybersecurity field before universities.

d. Regulations and Compliance are one of the main drivers for hiring talents by companies. Make sure to drive the cybersecurity market by the right regulations.

Recommendations & Insights

2. For Academia:

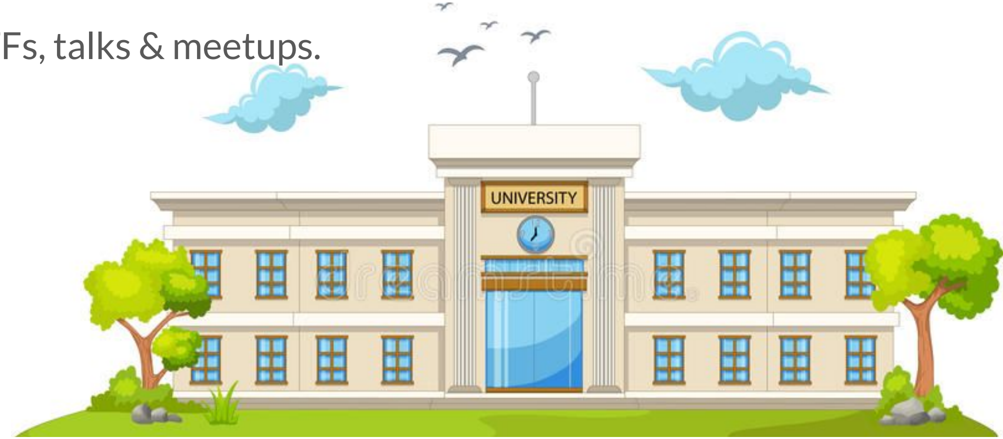
a. Have more visibility on your top students per domain and engage them in different activities.

b. Use more hands-on content that is related to the Job market.

c. Empower professors with training, systems, and tools for better content delivery.

d. Engage university students in different projects sponsored by companies.

e. Establish cybersecurity clubs: arrange CTFs, talks & meetups.



Recommendations & Insights

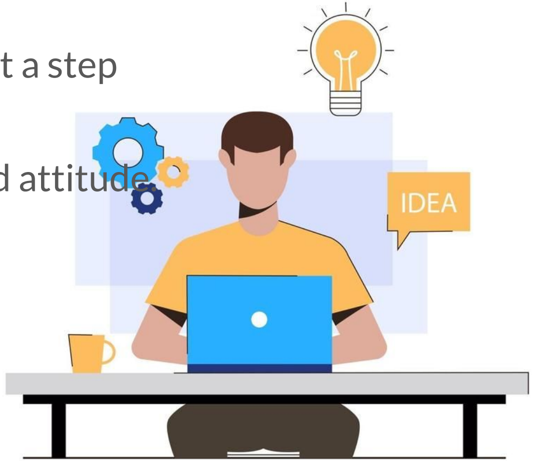
3. For Talents:

a. Always check different opportunities. Penetration Testing is a high competition position. However, other areas are missing a lot of talents.

b. Look beyond Technical skills, which are important, but work experience, communication, and soft skills are also as much important.

c. Be Humble. Winning a CTF or discovering a vulnerability in a website is just a step not the end of the journey. Attitudes and Values are much more important.

d. Self Branding is not only about technical skills but it is also about ethics and attitude.



Our vision for 2025 is to fix the Cybersecurity Talents Shortage!

Join us

+100K Talents Training Initiative

We invite all market leaders to join that initiative and help make a difference in the future of cybersecurity!

Q&A

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