

This paper is a content analysis, which is defined by the Dovetail Editorial Team as, “a research method used to identify the presence of various concepts, words, and themes in different texts” of the content provided by job listings, specifically cybersecurity job listings. I am seeking an entry level cybersecurity position, one that will allow me to get my foot in the door and start my career off strong. This goal is why I am doing this analysis, as it will help me understand what cybersecurity employers are looking for, and thus what I should emphasize during interviews and with my resume. This content analysis contains information about four different job listings, from how much they pay to common skills and requirements each lists, as well as how I coded concepts and used that code to better understand the listings. The general information of the jobs and what they pertain to is important to understand if one hopes to find the job that best suits their own needs.

The general type of job that I seek to obtain is a starting position in cybersecurity, specifically in the defense of computer systems, which will help my career get off on the right foot. The four ads that I have found that fit this desire are all very different, yet they have some things in common as well. All four of the jobs are entry level positions, as those positions are what I need to get started. They all also require or prefer that applicants have graduated or are about to graduate with a bachelor's degree in Cybersecurity, which is the case for me as I will be graduating in December 2024. They also seem to have similar necessary skills in teamwork, communication and leadership, which makes sense as such skills are listed as the number one essential cybersecurity workplace skill by Coursera (Coursera Team, 2024).

The coding of this content analysis helped understand just what is needed and offered from each listing, as well as what each job actually entails, as “Once condensed meaning units are coded it is easier to get a bigger picture and see patterns”(Erlingsson & Brysiewicz, 2017).

One aspect of the coding I found popped up the most was the need or want for a bachelor degree in cybersecurity, so I aptly coded that requirement as ‘bachelors’. Another idea that I saw expressed between many of the listings was of communication and teamwork, and this idea I coded as ‘communication’. I also coded necessary prior knowledge as ‘knowledge’, the prospect of learning about each job's intricacies and learning how to perform the job as ‘learning’, and the acquisition of job experience as ‘experience’. All of these code concepts will be of note in the following paragraphs which breakdown the contents of each separate job posting, and helped very much in understanding and analyzing what each needed and had to offer.

The first job listing is as a Vendor Risk Analyst for the company Anywhere Real Estate. It is a full time in person position and its role is described to be “support the vendor risk review and due diligence activities to ensure compliance with regulatory IT control standards.”<sup>[1]</sup>, which are all responsibilities that I have been taught to handle throughout my education. This job only involves travel once per year to their headquarters, though the rest of the time travel wouldn’t be required as the location is Virginia Beach, which is where I live. The requirements of this position list both a bachelor's degree, which I am soon to hold, and also certifications in the applicant's field, which I have obtained. The company itself feels like a rather large company that values diversity and a welcoming workplace. Common words and concepts include bachelors, communication and experience. Compensation and benefits include a competitive salary, medical, dental and vision insurance, retirement plans and generous vacations.

The second job listing is as an “Entry-Level Technology Fellowship with Federal Government Agency (Cybersecurity or Artificial Intelligence)”<sup>[2]</sup> from the non-profit Partnership for Public Service. It is a full time position that can be in person, virtual or hybrid and members selected for this program “will be placed in a full-time role at a federal government agency with

cybersecurity or artificial intelligence needs for two years.”, with my education and skill set meaning I'd be placed in a cybersecurity role. This job does require travel depending on where you are placed, though if that is an issue then you can be placed in a virtual position. This program requires that applicants are either currently enrolled in college, or recent graduates with a degree related to cybersecurity or AI. The company is a non-profit that seems to care about uplifting people new to their field, and as it also transfers you into a government position, the feel of the company is that it is very helpful, approachable and focused on your success. Common words and concepts include learning, experience and mentorship from those already in the field. Compensation varies depending on which position you are placed into, though the posting lists 50000 to 60000 a year.

The third job listing is as an Information Security Analyst for the Virginia ABC Authority. It is a full time position that is only in person in Mechanicsville Virginia, with this job involving systems monitoring, system control and enforcing security compliance, which are common cybersecurity responsibilities that I have learned about. This position does not require traveling once at Mechanicsville, though I would have to move there for the job as it is an in person position. The position requires that applicants are aware of many systems that I have learned about throughout my education, and while a degree and certifications are not required, it is heavily preferred. The Virginia ABC Authority is a state run business that handles the sale of alcohol, specifically being the only store to legally sell hard liquor, making it an incredibly large company in Virginia with a very diverse amount of workers. Common words and concepts include knowledge and controlling. The salary listed is 63000 to 82000 a year and benefits include PTO and holidays off, healthcare, Virginia Retirement System benefits and a college tuition reimbursement program.

The fourth and final job listing is as an “Entry level Information security /Cyber security engineer”<sup>[4]</sup> for the company GenSpark. It is a full time position that is hybrid between virtual and in person, with the job consisting of planning, creating, testing and maintaining API security solutions. This position will be hybrid, meaning that I would have to move to one of the 5 different locations in order to satisfy the in person requirements, with the closest office being located in Williamsburg. The position requires that the applicant is knowledgeable about API systems and they also must have a bachelor's degree in cybersecurity as well as CompTIA Security+ certification, which I do have. GenSpark seems to be a company that specifically assists people with kick-starting their career, which is what I am looking for most in an entry position job such as this one. Common words and concepts include API, learning, knowledge and experience. The pay however is hourly, at 20-30 dollars an hour, and the listing does not include any further benefits.

In conclusion, after analyzing these three job listings and coding common concepts between them all, I now know more of what to expect when searching for a job. All of these openings had similar requirements and each would help me get a leg up in the field. Each of these positions would offer me a chance to both gain experience and knowledge while also paying quite well. Though the listings had some negatives, such as not listing salary ranges or benefits, all four would be good ways to start my career. The concepts and requirements that appear most often are certainly skills that I should focus more on, and I only have knowledge of this thanks to coding and analysis. After I graduate, I would love to be able to get a job much like one of the four analyzed, and start the career I will be in for the rest of my professional life off on the right foot.

## Job Listing Links and Citations:

- [1][https://www.get.it/job/vendor-risk-analyst-cybersecurity-in-virginia-beach-va-at-anywhere-real-estate-ga\\_532950177855176946?utm\\_campaign=google\\_jobs\\_apply&utm\\_source=google\\_jobs\\_apply&utm\\_medium=organic](https://www.get.it/job/vendor-risk-analyst-cybersecurity-in-virginia-beach-va-at-anywhere-real-estate-ga_532950177855176946?utm_campaign=google_jobs_apply&utm_source=google_jobs_apply&utm_medium=organic)
- [2][https://odu.joinhandshake.com/stu/jobs/9304376?ref=preview-header-click&search\\_id=6bd4210b-56fb-496f-abe9-7ba6173c4dfd](https://odu.joinhandshake.com/stu/jobs/9304376?ref=preview-header-click&search_id=6bd4210b-56fb-496f-abe9-7ba6173c4dfd)
- [3][https://odu.joinhandshake.com/stu/jobs/9313695?ref=preview-header-click&search\\_id=6bd4210b-56fb-496f-abe9-7ba6173c4dfd](https://odu.joinhandshake.com/stu/jobs/9313695?ref=preview-header-click&search_id=6bd4210b-56fb-496f-abe9-7ba6173c4dfd)
- [4]<https://odu.joinhandshake.com/stu/jobs/9197511>

Team, D. E. (2023). What is content analysis? uses, types & advantages. Retrieved from

<https://dovetail.com/research/content-analysis/>

Erlingsson, C., & Brysiewicz, P. (2017). A hands-on guide to doing content analysis. Retrieved

from <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6234169/>

Team, C. (2024). 15 essential skills for cybersecurity analysts in 2024. Retrieved from

<https://www.coursera.org/articles/cybersecurity-analyst-skills>