

The first question that I would ask one of the potential candidates for the Information Security Officer position is, other than your degree, what is one thing that you can bring to the company? I think this question is important because you would want to learn more about your candidate and see what kind of personality traits they can bring to the job. Other questions I would ask is, how much experience do you have with working in the cyber field? Do you have any certifications relating to this field other than your degree? Did you complete any internships while attending college?

I will then give a scenario of a hack incident and ask what kind of protocols would they take to alert the company and seize the hack? This is a valuable question because experience determines the status and pay grade of the employee and also how long they could be a potential employee with the company. I would not really have a certain answer for most of these questions because I'm looking for what they can offer to the company rather than just see if they can have a concrete answer to a question. The first question about having experience would be relevant because you have to determine the current position that they are applying for and how much experience is really needed for the position. For example, if they apply to be a manager of a department with little experience it would determine if they are eligible for the position.

Seeing if the applicant has any certifications is a valuable characteristic because it shows that they learned other knowledge outside of their degree. Obtaining and completing an internship during college is valuable because it will show the employer that you were getting real world experience also while completing your academics. Giving them a certain scenario helps the employer see if they have the certain skills and mindset to complete a given task that could potentially happen in the company. This gives the hiring manager a feel for how they would react to a given situation whether it affects the company or the employees.