

## Journal 1 (First 50 Hours)

### Formal Interview with Andrew Wilder, CISO of Hillenbrand Inc.

**1. How long have you worked at Hillenbrand and what position were you hired on as?**

I have worked at Hillenbrand for about a year and a half and was hired on as the Chief Information Security Officer (CISO).

**2. What was your background prior to getting hired at Hillenbrand at the CISO?**

I worked all different fields of the cybersecurity realm, but I started my leadership experience at Nestle as an IT Project Manager and was then promoted to Information Security Manager before getting hired here.

**3. What experience should have to lead up to achieving a CISO position?**

While you should have a good cybersecurity background to know what you are working with and to effectively communicate with your team, you should also have a business background. As a CISO you need to be able to translate cyber risks into monetary terms when talking to all these different teams, especially the board and you need to know how to manage everything.

**4. As a CISO and head of the Cybersecurity team, what other departments do you have to work with?**

The teams I work with the most include legal, the Board of Directors, the finance department, some engineers, some supply chain, and a lot of Human Resources (HR).

**5. What is your best advice for aspiring cybersecurity professionals?**

One thing I always recommend is to not pigeonhole yourself into one job, one specific area, and especially do not get stuck on any one mindset. In this field especially as a young and inexperienced professional, you need to look at all the different aspects of the field. Most new people in this field only want to work in an SOC (Security Operations Center) or do pen testing. Be different and allow yourself to explore all the areas in cybersecurity and even in IT as well.

**6. What would you say is a selling point for you for the employees you hire?**

I love when a new employee comes in and is hungry to learn and is willing to take on different roles. Being able to move to where you are needed and adapt is something that will allow you to always have a place at a company. Plus, when an employee can come to

me and ask for more work if they are not getting enough, that is an extremely valuable trait.

**7. As someone who is conflicted on getting a master's right away, what do you think about getting a master's first before getting a job?**

I would recommend getting experience first. I am all for getting a master's degree eventually, but a lot of the times employers will reimburse you or pay for the tuition while you are in school. I think that is an excellent option. As a hiring manager for the cybersecurity team, I would prefer someone with experience versus two degrees and no real-life experience.

**8. When hiring, do you look for a social media presence?**

The only social media presence I look for per se is LinkedIn, however, I know some companies like to look at all the social media platforms their employee is on.

**9. How do you feel about new technology and startup companies?**

I think startup companies are great and a lot of the times they are working with cutting edge technology. It can be a mutually beneficial relationship for a company when working with startups. You can give feedback and directly influence that company's product, get cheaper rates, and have an actual relationship with them versus a huge, multi-billion-dollar company.

**10. How would you describe your leadership style?**

I would describe my leadership style as hands-off. I am not a micromanager. When I go through the hiring process, I make good hiring decisions to intentionally build a good team of employees. I can teach skills, but I can't teach someone to show up on time, do their work diligently, and have a good work ethic. I am empathetic with my employees, but I hold people accountable when necessary.

**11. If there is one thing you would tell me to take away from this internship, what would it be?**

Continue to develop yourself and learn or you will become obsolete. The best professionals in this field listen to podcasts, attend webinars, and are continuously learning because this field is constantly changing. Try to stay up to date with new attacks or ransomware or other important cyber news and keep growing as an individual.