

IDS 493 Cybersecurity Job Analysis

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Abstract

In the following, I will analyze a job posting for a job within the field of cybersecurity. I will detail the function of the job and the skills required to do it. I will then see how my skills compare to those required and detail what skills still need to be developed.

After considering multiple listings within the cybersecurity field, I landed on one specific listing. CareFirst, Incorporated published a job listing for a cybersecurity director in security operations in August 2023. CareFirst (sometimes referred to as CareFirst BlueCross BlueShield) is a large medical insurance provider stationed in the D.C. area (CareFirst Inc). They are a prestigious company, providing healthcare plans for millions and operating for over 80 years. A job listing for such a company, for Cybersecurity Director, should hopefully be one that could garner information not only useful for this specific job listing but perhaps even information that could shed light on other listings and on the field as a whole.

The job itself seems to hold a number of functions for the company. Firstly, the director is expected to ensure compliance with both internal and external procedures, regulations, and other requirements (CyberSecurityJobs.com). If any abnormalities are found, they are expected to fix them and draw up plans to help ensure future compliance. The director will also manage and cooperate with the subordinates within the department they manage. This could include up to 15 subordinate members. Aligned with those roles, the director will also simply ensure that the cybersecurity of the company is effective and efficient.

There are seemingly a number of skills expected of the director position, as well as other underlying skills that would ensure the success of the director. Communication and leadership skills are high on the list in both categories. Throughout the listing, references to managing, leading, and directing a team are present (CyberSecurityJobs.com). One such direct reference is under the essential functions section: "Directs managers and other subordinate staff members in the day-to-day operations of cybersecurity"

(CyberSecurityJobs.com). Communication skills are stressed as a must-have, not only due to communication with subordinate team members but also with other stakeholders both within and outside the company. Another primary skill, however, is the technical experience and knowledge to lead a cybersecurity operation. This would not only require the ability to execute and manage cybersecurity processes, but also knowledge of the policies, ethics, and legal requirements for cybersecurity processes is a must.

While not directly stated, there are also some clearly present underlying skills that would seemingly be needed for such a position. For instance, many references are made to building relationships with vendors and outside partners (CyberSecurityJobs.com). This is presented not like a technical relationship but more like a business partnership. This would likely require skills like marketing and an understanding of business knowledge and administration to truly allow a future director to succeed.

There are a number of skills I have already developed that could help me if I were to apply to this job posting. For one, communication is definitely a skill I have developed in my academic and professional career. In my professional career, I have learned how to compromise, spur communication, work towards a common goal, among other skills. Classes like cyber-ethics, in addition to other cybersecurity classes, have prepared me for areas that may require communication in this type of job and what could be some important ways to spur that communication. Even my Chinese language classes have benefited my communication skills, helping me better utilize language and understand how people communicate, even across languages. Obviously, another skill I have developed is my cybersecurity knowledge. While it is a managerial position that would focus on delegating tasks and communicating, among other managerial duties, cybersecurity knowledge is still at the forefront. My time learning and understanding cybersecurity through my academic career would certainly help me in that regard.

There are also a number of skills that would still need to be developed. First among these would likely be leadership. I have held no leadership roles at any point. While I could imagine a number of things leadership would entail, I have no experience in the area, which is usually how that skill can only be developed. In addition, I have no experience with any of the soft marketing and business administration skills that would likely be required. I have never marketed services to any individual or entity, and I have not fostered or initiated a business relationship between business partners in any way. While, again, I could imagine how such a thing may go in theory, I do not have any experience or specific training in those areas and would likely still need to develop that skill set in the future.

In conclusion, the job posting by CareFirst details a number of things about the job, even some that are not outright stated. Among these, it seems that communication, cybersecurity knowledge, leadership, marketing skills, and business administration skills are skills that would help those performing the job succeed. While I do have some of the skills required, like communication and cybersecurity knowledge, I lack the other skills. In addition, the depth of knowledge that would be required to utilize those skills could be beyond my current capabilities. I imagine I would need to develop further skills and garner significant experience before pursuing this job.

References

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