Beyond Firefighters vs. Safety Matches
Growing the DevSecOps Talent Pipeline

Amélie Erin Koran - Technology Advocate

splunk turn data into doing
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Amélie Erin Koran
@webjedi / akoran@splunk.com
Senior Technology Advocate | Splunk, Inc.
It (Sort Of) Began Three Years Ago…

But Didn’t’ Start, Or End There
It was, in fact… not fine
Tech Talent Bernoulli

Source: https://www.khanacademy.org/science/physics/fluids/fluid-dynamics/a/what-is-bernoullis-equation
Let’s Douse The Problem With SREs
So What Is It?

NOT SURE IF THESIS TOO BROAD

OR TOO NARROW
The Personal Stack - DevOps

Traditional IT / Tech Org

Development
Operations
Security

Not DevOps

Development
Operations

Actual DevOps

Development
Operations
The Personal Stack - DevSecOps

Traditional IT / Tech Org

Not DevSecOps

Actual DevSecOps

Development
Operations
Security
Development
Operations
Security
Development
Working In Your Element
Balance vs. Burnout

Source: Tantalus, oil on canvas by Giovanni Battista Langetti 1635-76; private collection
Source: Sisyphus, oil on canvas by Titian, 1548–49; in the Prado Museum, Madrid.
Our Numbers Slide – Part I

Information Security Analysts
Percent change in employment, projected 2019-29

Information security analysts: 31%
Computer occupations: 11%
Total, all occupations: 4%

Note: All Occupations includes all occupations in the U.S. Economy. Source: U.S. Bureau of Labor Statistics, Employment Projections program

Software Developers
Percent change in employment, projected 2019-29

Software developers and software quality assurance analysts and testers: 22%
Software and web developers, programmers, and testers: 17%
Computer occupations: 11%
Total, all occupations: 4%

Note: All Occupations includes all occupations in the U.S. Economy. Source: U.S. Bureau of Labor Statistics, Employment Projections program

Security Careers
Government Projections vs. Reality

DevSecOps Careers
Government Projections vs. Reality

Source: https://www.bls.gov/ooh/computer-and-information-technology/home.htm
Our Numbers Slide – Part II

National level

TOTAL CYBERSECURITY JOB OPENINGS

521,617

TOTAL EMPLOYED CYBERSECURITY WORKFORCE

941,904

Source: https://www.cyberseek.org/heatmap.html
Source: Daxx - https://www.daxx.com/blog/development-trends/number-software-developers-world
“I’ll tell you the problem with the scientific power that you’re using here: it didn’t require any discipline to attain it.

You read what others had done and you took the next step.

You didn’t earn the knowledge for yourselves, so you don’t take any responsibility for it.

You stood on the shoulders of geniuses to accomplish something as fast as you could and before you even knew what you had you patented it and packaged it and slapped it on a plastic lunchbox, and now you’re selling it, you want to sell it.”
My Experiences… In Brief
A Refresher On “My Problems”

- The Accountant Problem
- The SEAL Problem
- The Astronaut Problem
- The Firefighter Problem
Your Mission… If You Choose To Accept It

KEEP CALM AND LIGHT THE FUSE

But Also…

MOVE CAREFULLY AND FIX THINGS
Tactics, Techniques and Procedures

Teams are doing
- Compliance & Audit
- Privacy & Policy
- Engineering & Architecture

They Need to Collaborate
Cloud Security
Vulnerability Management
Security Operations

So they can focus on:

Security
- Forensics
- Incident Handling / Response
- Network & Endpoint Security
- Standards & Governance

Operations
- Desktop & Mobile Management
- Application Management
- Telecom & Collab Management
- Service / Help Desk

DevOps
- Storage Management
- Database Management
- Cloud Management
- O&M/QC & Test Management
- Deployment Management
- Data Management
- Tools Management

Development
- Legacy Development

Technical Writing
- Project Management
- Software Engineering & Architecture
- Business Analysis
- Training
A Closure… But Not The End Of The Road
Thank You!