

Career Advice for Privacy Engineers

From Resume to Interviewing to Finding the Next Job

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AGENDA

01

BACKGROUND & EXPERIENCE

Why am I qualified
to give this talk

02

WHY AM I GIVING THIS TALK

Privacy has changed
a lot in a decade

03

RESUMES

Privately talking
about privacy on
your resume

04

INTERVIEWING

It's a two way
street. How to
prepare.

05

NEGOTIATION

You should be paid
more.

06

YOUR NEXT JOB

And your next next
job.

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f(jason's career)



2007



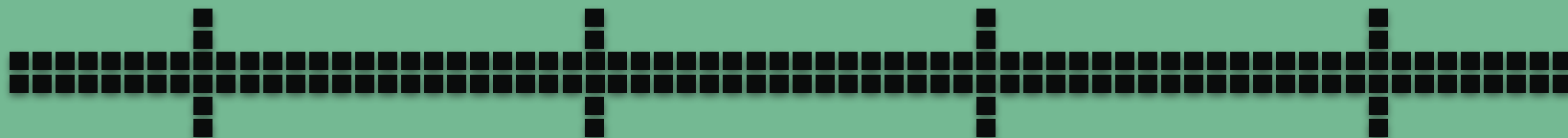
2013



2019



2021



Stroz Friedberg

Solve computer crimes

Apple

Privacy Engineering, Red Team, Standards, Compliance

Cruise

Protect privacy and autonomous vehicle trade secrets

Google

Deliver cross company privacy solutions

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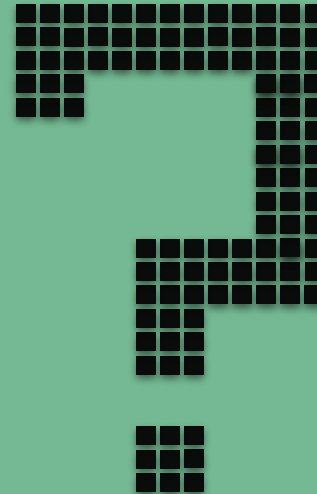
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YOUR NEXT JOB

And your next next
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WHY AM I GIVING THIS TALK

- First Privacy Engineers were hired in ~2012
- Hiring has become professionalized
- Privacy Engineers come from diverse backgrounds



WHAT'S HAPPENED IN PRIVACY SINCE 2012

REGULATION

GDPR, DMA, and FTC
Consent Decrees

PRIVACY AS FEATURE

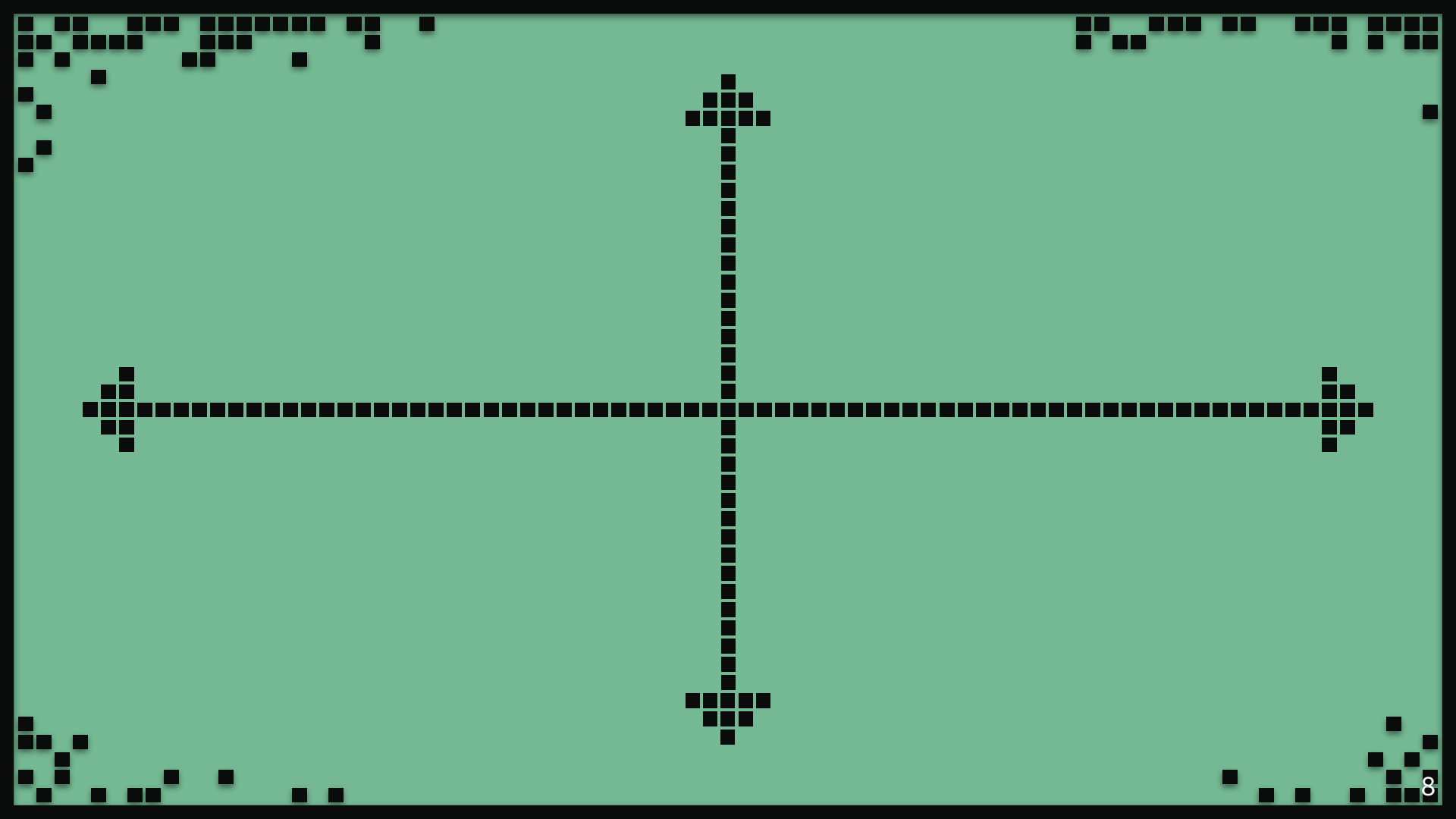
E2EE messaging,
Anti-tracking features,
Differential Privacy

NEW PRODUCTS

Blockchain, Web3,
Fediverse, GenAI

SOCIETAL AWARENESS

Snowden,
Cambridge Analytica,
COVID-19 Exposure
Notifications



Company's Perspective

Type of Role

Differentiator



Company's Perspective



Program



Engineering

Type of Role



Compliance



Differentiator

Engineering program
management

E2EE {Messaging, Backup}
Passkeys
Anti-Tracking

Program

Engineering

Policies

Review tooling

Checklists

Infrastructure
(retention,
encryption, logging)

Compliance

Differentiator



Program

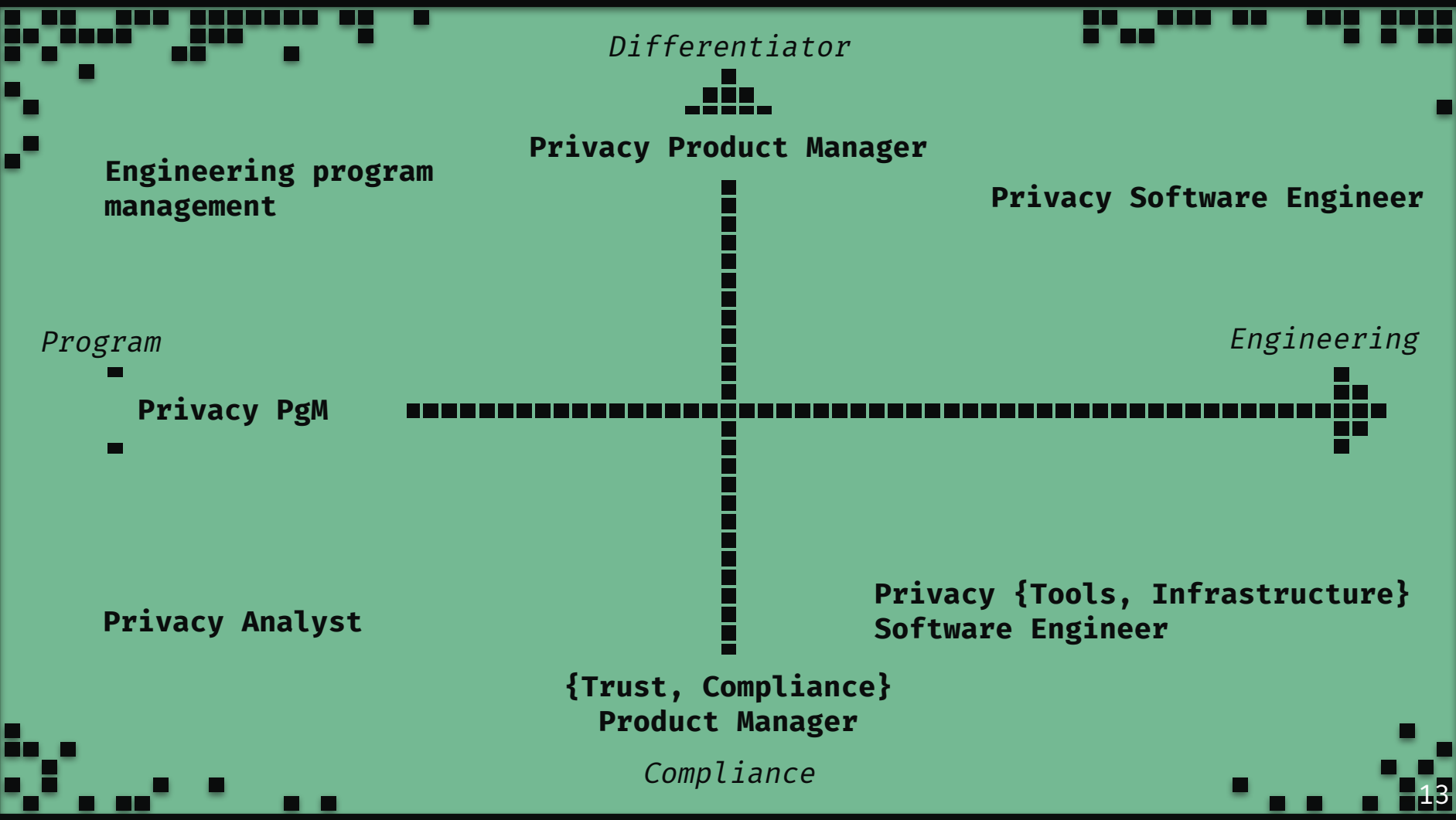


Privacy Engineer

Engineering



Compliance



Differentiator



Privacy Product Manager

Engineering program management

Privacy Software Engineer

Program

Engineering

Privacy PGM

Privacy Analyst

**Privacy {Tools, Infrastructure}
Software Engineer**

**{Trust, Compliance}
Product Manager**

Compliance

Differentiator



Privacy Product Manager



Privacy Software Engineer

**Engineering program
management**

Program

Engineering

Privacy PGM



Privacy Engineer



Privacy Analyst

**Privacy {Tools, Infrastructure}
Software Engineer**

**{Trust, Compliance}
Product Manager**

Compliance

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APPLYING

APPLYING

YOU

Applying

Where you want to apply.

RESEARCH

Consider:
Product? People?
Problems? Growth?

Ask about the job.

FRIENDS

Ask for intros.

Aligned incentives.

RECRUITERS

Internal advocates.

RESUMES

GOAL:

Get the

Interview

PROCESS



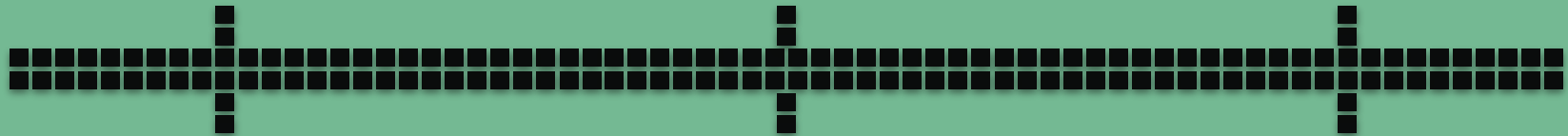
SOURCING



RECRUITER



HIRING MANAGER



Candidate
Identification

Is this person a
possible Privacy
Engineer?

Role Fit

Does this person
fit our company's
Privacy
Engineering role?

Position &
Team Fit

Does this
candidate fit
team's needs?

PRIVATELY TALKING ABOUT PRIVACY ON YOUR RESUME



PROCESS

What happens when you submit your resume.



WRITING

What to say on your resume ... confidentially



BEFORE/AFTER

Let's rewrite a resume!

WRITING

IMPACT NOT TASKS

Focus on what the business impact of your work was, not the work itself.

~~Helped~~
How did you help.

WHAT YOU DID

CONCEPTS NOT TOOLS

Concepts are fungible across firms, tools are not. (But name products.)

Is it public?
Link to it.

HYPERLINKING



WRITING
SAMPLE

BEFORE

- **Lead** privacy engineer for autonomous vehicle platform and **reviewed data** for **privacy risk**.



Passive
Unclear

Why?

What specific risk?

What business goal?

AFTER

- Developed and validated privacy engineering framework for autonomous vehicles (AVs) to ensure their data collection – imagery, radar, lidar – was non-personal, while services powered by AVs, such as ridehail and delivery, may collect personal data. Successfully deployed framework to DoorDash and Walmart partnerships.

AFTER

- **Developed and validated** privacy engineering framework for autonomous vehicles (AVs) to ensure their data collection – imagery, radar, lidar – was non-personal, while services powered by AVs, such as ridehail and delivery, may collect personal data. Successfully deployed framework to DoorDash and Walmart partnerships.

Active verbs that are clear

AFTER

- Developed and validated privacy engineering framework for autonomous vehicles (AVs) to ensure **their data collection** – imagery, radar, lidar – was **non-personal**, while **services** powered by AVs, such as ridehail and delivery, **may collect personal data**.
Successfully deployed framework to DoorDash and Walmart partnerships.

Establish the specifics of the work.

AFTER

- Developed and validated privacy engineering framework for autonomous vehicles (AVs) to ensure their data collection – imagery, radar, lidar – was non-personal, while services powered by AVs, such as ridehail and delivery, may collect personal data.
Successfully deployed framework to DoorDash and Walmart partnerships.

Describe the business impact.



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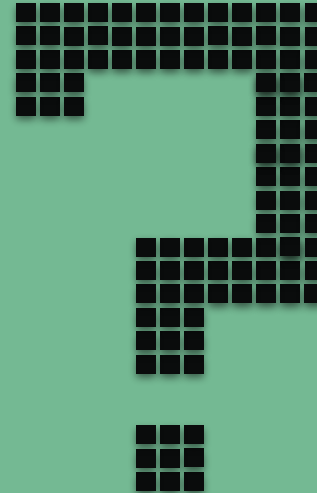
And your next next
job.

GOAL:

Show fit for
role

INTERVIEWING

- Ask about the structure of interviews.
- Preparing
- In the interview



STRUCTURE

INTERVIEW	
NUMBER	How many interviews will there be?
FORMAT	Behavioral? Cultural? Technical? Bar Raiser? Coding?
QUESTIONS	Examples of questions?
WHO	Roles and relationship to the position?
WHERE	Virtual? Onsite?

PREPARING

- Common Question Categories
- Answers
- Research

COMMON CATEGORIES OF QUESTIONS

- Behavioral
 - Leading without authority
 - Fix a broken process
 - Help a peer
 - Resolve a conflict or escalation
- Technical / Hypotheticals
 - Given an system, what are its privacy problems
 - Build {product} in a privacy friendly way

ANSWERS

■ Behavioral

○ STAR

- Situation
- Task
- Action
- Result

■ Technical

- Scoping
- Risks
- Options
- Tradeoffs

The screenshot shows a Google Docs interface with the title 'Google Interview Notes'. The document content is as follows:

- **W3C S&P Questionnaire**
 - Situation: W3C Privacy Interest Group reviewing features but no clear rubric. W3C S&P Questionnaire was being used as a rubric but it was out of date and didn't reflect current thinking. Teams that were developing features were annoyed with PING requests, and, given the voluntary nature of W3C, PING was at risk of getting side stepped.
 - Task:
 - Update the questionnaire despite not being an author.
 - Action:
 - 1. Got PING to deputize me as the coordinator of edits from PING; and
 - 2. Got the TAG to agree to a new owner on the TAG for the questionnaire.
 - 3. Got the new editor from the TAG to agree that they would take PING edits.
 - 4. Set up a process where PING provided me with edits that I resolved.
 - 5. Submitted changes to w3c questionnaire and launched it at TPAC 2018
 - Result:
 - Spec authors have clear guideposts;
 - PING had more actionable guidance for reviews
 - Everyone happier through the process.

REHEARSE



RESEARCH

- Privacy Policy
- Public Statements?
- White Papers?
- Products
 - Account creation flows
 - Transparency and consent flows
 - Data subject access request flows
 - Deletion flows
 - Edge cases

INTERVIEW ITSELF

01

NOTES

Take notes, especially of questions.

02

QUESTION THE QUESTIONER

Repeat the question you wrote down, ask follow ups

03

ANSWERING WELL

Put answers in a framework and state assumptions

04

INTERVIEWS ARE TWO WAY

Prep questions for *them*

- What is the origin of the privacy program
- How are privacy decisions made and recorded

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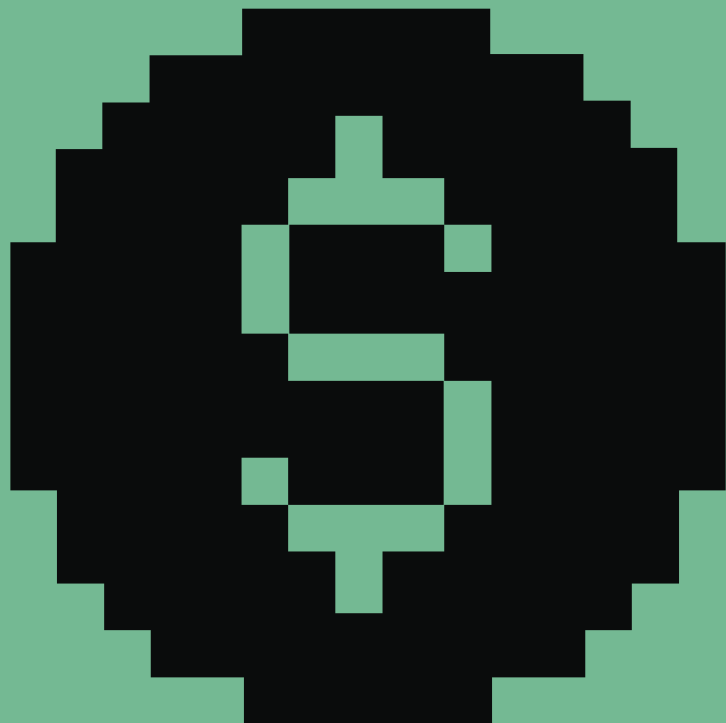
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YOUR NEXT JOB

And your next next
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GOAL:

Increase your
compensation.



ASK FOR MORE MONEY,
WORSE CASE IS THEY
SAY NO

Go read
<https://www.kalzumeus.com/2012/01/23/salary-negotiation/> for more
practical advice.

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YOUR NEXT JOB

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GOAL:

Own your
career

Differentiator



Privacy Product Manager



Privacy Software Engineer

**Engineering program
management**

Program

Engineering

Privacy PGM



Privacy Engineer



Privacy Analyst



**Privacy {Tools, Infrastructure}
Software Engineer**

**{Trust, Compliance}
Product Manager**

Compliance

YOUR NEXT JOB

Talk about your work
and experience.

PUBLIC SPEAKING

Build something,
document something,
write something.

Public credit for
what you built.

PUBLISH

Have some sort of
presence on github or
arXiv


**YOUR DAY
JOB**

PATENTS

(Maybe get a cool
plaque.)

STANDARDS

Meet new people and
argue your expertise.



THANK YOU

THANK YOU TO EVERYONE WHO HELPED ME WITH THIS TALK

- Hannah Gordon
- Poe Gordon-Novak
- Amanda Walker
- Blase Ur & UChicago SUPERgroup
- Divya Sharma
- Dori King
- Ellen Nadeau
- Garrett Reid
- Gary Davis
- Giles Hogben
- Inga Eckelberry
- James Arps
- Jessica Colnago
- Julien Freudiger
- Leota Tennant
- Malita Barkataki
- Molly Weiss
- Nathan Roach
- Nathaniel Fruchter
- Norman Shamas
- Pete Snyder
- Ryan Marcus
- Sharat Gaur
- Stacey K
- Steven Englehardt
- Tania Melo
- Thomas Roessler
- ViVien Hoang

WANT TO TALK CAREER STUFF?

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