How to Discover Cyber Security Talents?

Moataz Salah
CEO of CyberTalents
About Me

• Founder of CyberTalents
• Founder of Security Kaizen Magazine, the only printed magazine devoted to cyber security in middle east
• Founder of Cairo Security Camp Conference, the most valuable cyber security conference in Middle East Region
• I focus on building Cyber Security Awareness and discover talents.
Agenda

• Facts
• Existing Solutions
• Talent Discovery Process
  • Camps
  • Practicing
  • Competitions
  • Recruitment
  • Training
• Call for Action
• Cyber Talents Portal Demo
Facts

- One million cyber security positions unfilled worldwide. *CISCO Annual Report*

- By 2017, the shortage is expected to be 2 million. *UK House of Lords, Digital Skills Committee*

- The Demand for cyber security professionals is expected to grow by 53% by year 2018

- Cyber Security market is booming. Average market sizing is expected to increase from 77billion USD in 2015 to 170 billion USD in 2020

- It will take years to close the talent gap. *John Stewart, the chief security and trust officer at Cisco Systems*
Existing Solution

• Training and Certifications
• Scholarships
• Outsourcing
• Better Packages
Bad Guys to Good Guys

• Kevin Mitnick
• Robbert Morris
• Kevin Poulsen
It is a talent not an 8 hrs Job
Phycology of Hackers

• Most hackers are motivated by thrills not dollars. they mainly want to challenge their abilities and skills
• Persistent
• control freaks ( they don’t want to be controlled and they want to have their own comfort zone
Cyber Security Talent Discovery Process

1-Cyber Security Camps

2-Practicing

3-National & international Competition

4-Recruitment

5-Specialised Training
1- Cyber Security Camps

- Military, Intelligence and Security agencies practice camps model long time ago
Meeting the Experts
Cyber War Game
Career Plan
Team Building
Go The Extra Mile
Team Work
Accreditation
New Friends
Building Community
2- Practicing

WE RUN CTFS

Capture The Flag competitions really trigger innovation and creative thinking and can show you what’s the talent really made of.
<table>
<thead>
<tr>
<th>Name</th>
<th>Category</th>
<th>Difficulty</th>
<th>Points</th>
<th>Hints</th>
<th>Description</th>
<th>Is solved</th>
<th>Actions</th>
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</thead>
<tbody>
<tr>
<td>Key Generator</td>
<td>Reverse Engineering</td>
<td>Hard</td>
<td>150</td>
<td></td>
<td>What is the key to generate the below serial: 851122601-565353145-976784089-3706359006. Enter Only the MD5 of the Key</td>
<td>Solved By 42 Users</td>
<td>Action</td>
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<tr>
<td>Business Gathering</td>
<td>Trivia</td>
<td>Easy</td>
<td>25</td>
<td>Use All Capital letters to submit the answer</td>
<td>I am a huge cyber security conference that run every year in three places: San Francisco, Singapore and Lately AbuDhabi. Who am I?</td>
<td>Solved By 46 Users</td>
<td>Action</td>
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<tr>
<td>Hackers Gathering</td>
<td>Trivia</td>
<td>Easy</td>
<td>25</td>
<td>Use All Capital letters to submit the answer</td>
<td>I am a cyber security conference that run in August every year. I am the largest gathering for Hackers in the whole world. No Credit cards, no online booking, Only Cash allowed. Who am I?</td>
<td>Solved By 65 Users</td>
<td>Action</td>
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<tr>
<td>Founder</td>
<td>Trivia</td>
<td>Easy</td>
<td>25</td>
<td>Use All Capital letters to submit the answer</td>
<td>I have founded two of the most famous Cyber Security conferences in Las Vegas, USA. I am not The Dark Knight. I am The DarK-------------------</td>
<td>Solved By 58 Users</td>
<td>Action</td>
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<tr>
<td>Computer Virus</td>
<td>Trivia</td>
<td>Easy</td>
<td>25</td>
<td>Use All Capital letters to submit the answer</td>
<td>I am the First Computer Virus ever known. You will find me in your head. My name is ...........</td>
<td>Solved By 69 Users</td>
<td>Action</td>
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<tr>
<td>Contribute</td>
<td>Trivia</td>
<td>Easy</td>
<td>25</td>
<td>Use All Capital letters to submit the answer</td>
<td>I am an Organization that releases the Top 10 Vulnerabilities in Application Security. I am ...........</td>
<td>Solved By 64 Users</td>
<td>Action</td>
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<tr>
<td>Greeks</td>
<td>Trivia</td>
<td>Medium</td>
<td>50</td>
<td>Use All Capital letters to submit the answer</td>
<td>The art of hiding messages or information inside other image / text or data</td>
<td>Solved By 67 Users</td>
<td>Action</td>
</tr>
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<td>User Name</td>
<td>University</td>
<td>Country</td>
<td>World</td>
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<td>Moataz Salem</td>
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## World Rank

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<tr>
<th>Rank</th>
<th>Talent</th>
<th>Score</th>
<th>Country</th>
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<tr>
<td>1</td>
<td>LC's BC</td>
<td>1460</td>
<td>RU</td>
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<tr>
<td>2</td>
<td>gsteph</td>
<td>1110</td>
<td>EG</td>
</tr>
<tr>
<td>3</td>
<td>Mohamed</td>
<td>725</td>
<td>SD</td>
</tr>
<tr>
<td>4</td>
<td>BlackHawkk</td>
<td>725</td>
<td>EG</td>
</tr>
<tr>
<td>5</td>
<td>701</td>
<td>660</td>
<td>EG</td>
</tr>
<tr>
<td>6</td>
<td>InfosecShinobi</td>
<td>660</td>
<td>NG</td>
</tr>
<tr>
<td>7</td>
<td>waelaase</td>
<td>660</td>
<td>EG</td>
</tr>
<tr>
<td>8</td>
<td>11x256</td>
<td>660</td>
<td>EG</td>
</tr>
<tr>
<td>9</td>
<td>0xfouda</td>
<td>635</td>
<td>EG</td>
</tr>
<tr>
<td>10</td>
<td>Michel</td>
<td>635</td>
<td>NL</td>
</tr>
<tr>
<td>11</td>
<td>SpikE</td>
<td>625</td>
<td>EG</td>
</tr>
<tr>
<td>12</td>
<td>baalmor</td>
<td>615</td>
<td>KZ</td>
</tr>
<tr>
<td>13</td>
<td>abusaifyah</td>
<td>590</td>
<td>GB</td>
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<tr>
<td>14</td>
<td>20bk@w7</td>
<td>585</td>
<td>EG</td>
</tr>
</tbody>
</table>
3- National & International Competitions
4-Recruitment

- Companies recruit the best talents in every country (winners of Competitions)
- Companies can run special mini competition for a specific job.
- Invitations for players can be filtered by area, level, seniority,..etc
5- Specialised Training

• Pen Test
• Reverse Engineering
• Digital Forensics
• Cryptography
• Exploit Development
cybertalents.com Accounts

• Two accounts Talent Hub, or Talent
• Talent Hub is a university or a school or a government cert where an entity can host a competition
• Talent: this is the player profile
• Hub Creates competitions and talents join to solve the challenges and get high scores and win valuable prizes and most importantly increase their accumulated score to get higher in the world rank.
How can you join?

• As a cyber security talent: Start building your profile, solve challenges and get higher in world rank
• As a talent hub (university or education institute): We will start opening free hub account from September 2016 to create your own competitions
• As a mentor: Support the idea and Join one of the Hubs
• As a Vendor: Sponsor competitions to be able to solve the issue and have a pool of talents that you can recruit later
• As a government entity: Start a national competition if you don’t have one
George Case Study

• Attended Cyber Security Summer Camp in August 2015
• In March 2016, he attended a CTF Competition organized by Cyber Talents in Dubai and came 2\textsuperscript{nd} after a Russian team and his team won 7,000 AED
• Next month, he will be a summer trainee in Google in USA for 3 months
Cyber Talents CTF Winners in Dubai
• moataz.salabh@cybertalents.com
• cybertalentsofficial
• @cyber_talents