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# How we've built a Cyber Security Team from scratch ... and a few security tips for your business

**Vincent Defrenne**

*Co-founder Nviso Security*



## Vincent Defrenne

- Co-founded NVISO in 2013, a European cyber security consulting firm
- Studied business and was IT Auditor for 7 years.
- Built out and leads a Cyber Strategy & Architecture team – helping medium-size & large firms improving their cyber posture

# About NVISO



A pure-play  
**Cyber Security**  
consulting firm



**250+** experts  
across 4 countries



10% spend on  
**Innovation**  
annually



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# How we've built a Cyber Security Team from scratch



## The evolution of our recruitment strategy

**2013**

Hello World



Friends, Family  
& Fools

# How we've built a Cyber Security Team from scratch



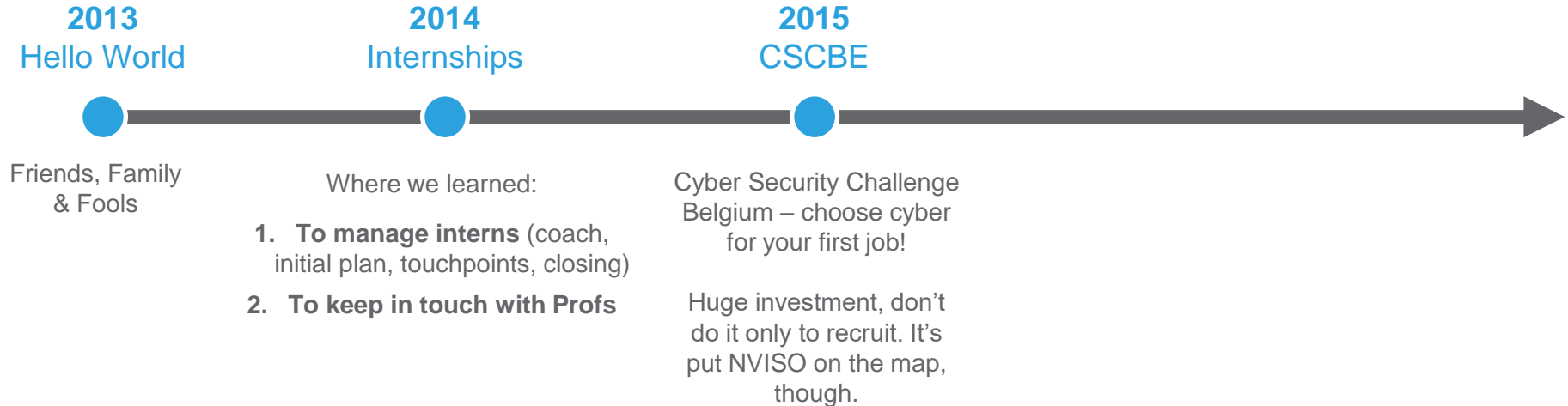
## The evolution of our recruitment strategy



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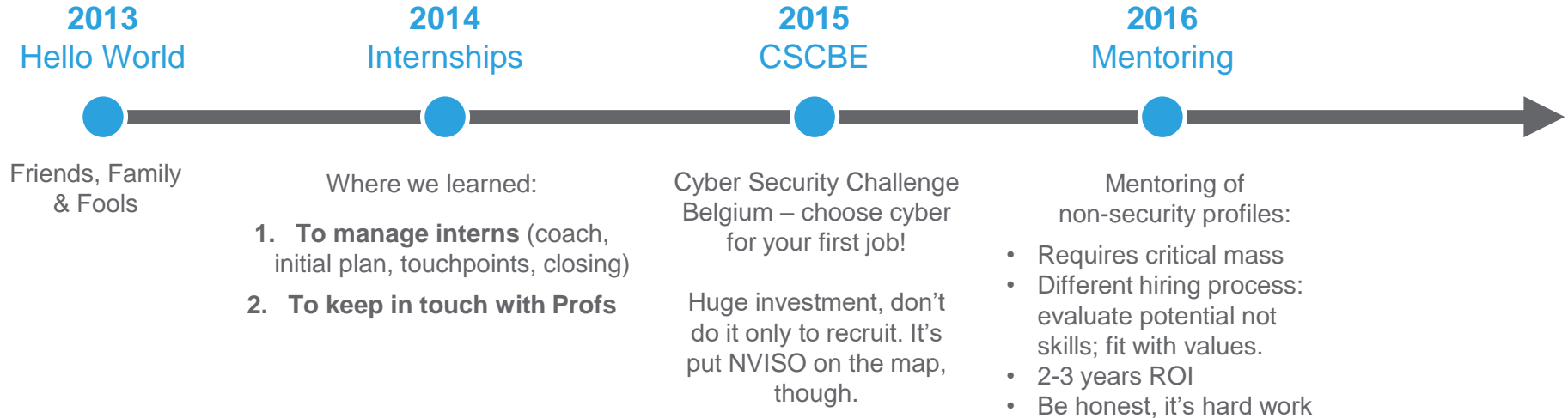
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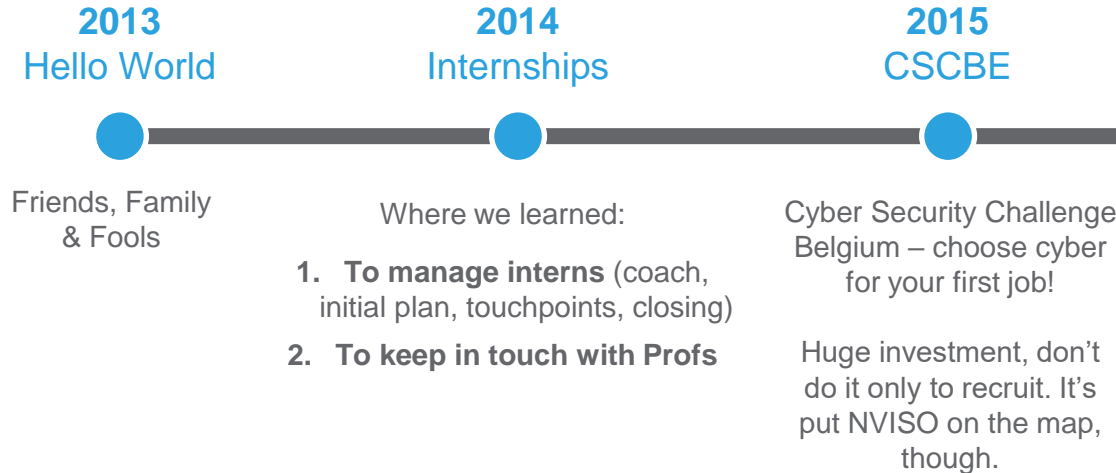
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# How we've built a Cyber Security Team from scratch



## The evolution of our recruitment strategy



**Siska Hallemeesch**

Information Security Consultant  
active as a CISO as a Service

NVISO BELGIUM

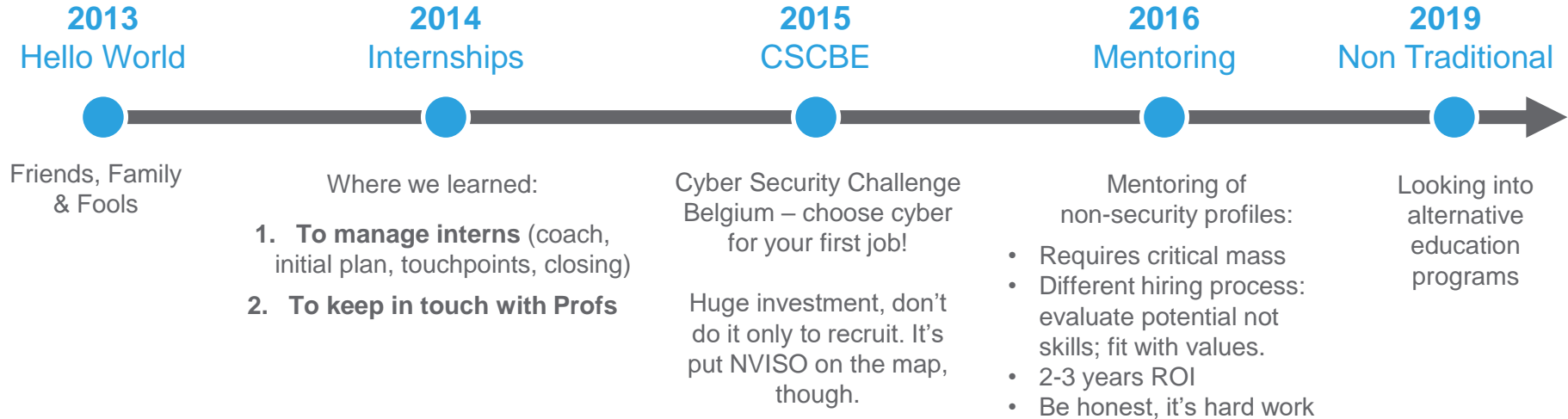




# How we've built a Cyber Security Team from scratch



## The evolution of our recruitment strategy



# Some leads & challenges for the years to come



Traditional  
Education system

Non-Traditional  
Education System

# Some leads & challenges for the years to come



Traditional  
Education system

Non-Traditional  
Education System

**My observation:** not enough students graduating in IT, and not enough going for Cyber Security

## Some thought

- **IT degrees:** Cyber anchoring as of Year 1, and for all curriculums (dev without cyber?)
- **Non-IT degrees:** Cyber in business, engineering, law, ... degrees
- **Secondary education:** STEM, STEM, STEM

## Call to action

Working in tech? Speak at your kids' school!

*JFK: "it's (also) about what you can do for your country"*

# Some leads & challenges for the years to come

Traditional  
Education system

Non-Traditional  
Education System

## What is it?

Diversity means many things !

- [Molengeek](#): young people from less favoured neighborhoods. The reality of Brussels & many others
- [Ecole19](#): school drop outs, raw talent that doesn't fit classic company structures & operations
- [CyberWayFinder](#): reskilling of experienced workforce
- [Passwerk](#): bringing autists to the workplace
- Etc.

## My experience:

- Let's be honest: it won't work if we don't make it work. It will sometimes fail.
- But should it stop us?
- And what role can you play, as entrepreneurs, managers, union reps, etc.? (cfr. JFK)

# Your Cyber Homework

# Going further...



You're a small business



You're not so small anymore

## CYBER SECURITY GUIDE FOR SME



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The 3 ways my customers got in trouble:

- Backups
- Multi-Factor Authentication
- “My IT supplier said it was fine”

And:

- [Incident Response plan: interesting templates from FPS Economy](#)
- [Preparing for Ransomware: Guidance of federal CERT](#)

# Thank you

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