

Hiring and Retaining Top IT & Security Talent

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SINC Canada IT & Security Leaders Forum 2025



Current Talent Gap

Shortage of 4.8 mln
(2024 ISC2
Cybersecurity
Workforce Study)

Shortage of 2.8 – 4.8
mln (2025 WEF's
Cybersecurity Outlook)

Sources: 2024 ISC2 Cybersecurity Workforce Study
Global Cybersecurity Outlook 2025 | World
Economic Forum



Hiring Best Practices



Avoid Biases

Use structured interviews and diverse panels to ensure fair and inclusive hiring decisions.

Time is King

Streamline the process to secure top talent quickly—delays can cost great candidates.

Partner with HR

Collaborate closely with HR to align on role requirements, sourcing strategies, and candidate experience.

Why Engagement Matter

- **2x more likely** to say that they are extremely satisfied with their personal life.
- **11x more likely** to indicate that they are extremely satisfied with their current company as a place to work.
- **17%** higher productivity.
- **You** as a leader are a key factor in driving engagement.

Source: Gallup



**Passion, Energy, and
Innovation**



Maslow's Hierarchy of Needs at Work

Foundation: Clarity & Tools

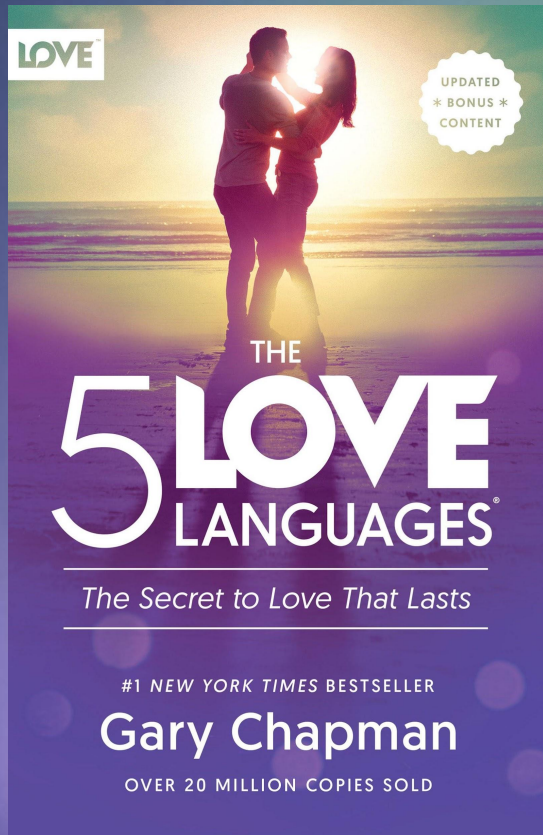
Employees thrive when they know what's expected and have the right tools. Clear goals and proper resources reduce stress and boost focus.

Growth: Strengths & Recognition

People perform best when they use their talents daily and feel appreciated. Recognition and meaningful work fuel motivation and pride.

Connection: Care & Development

Supportive relationships and growth opportunities build trust and engagement. When employees feel heard, valued, and challenged, they invest more deeply in their work.



Five Love Languages

Words of Affirmation

Acts of Service

Quality Time

Gifts

Physical Touch

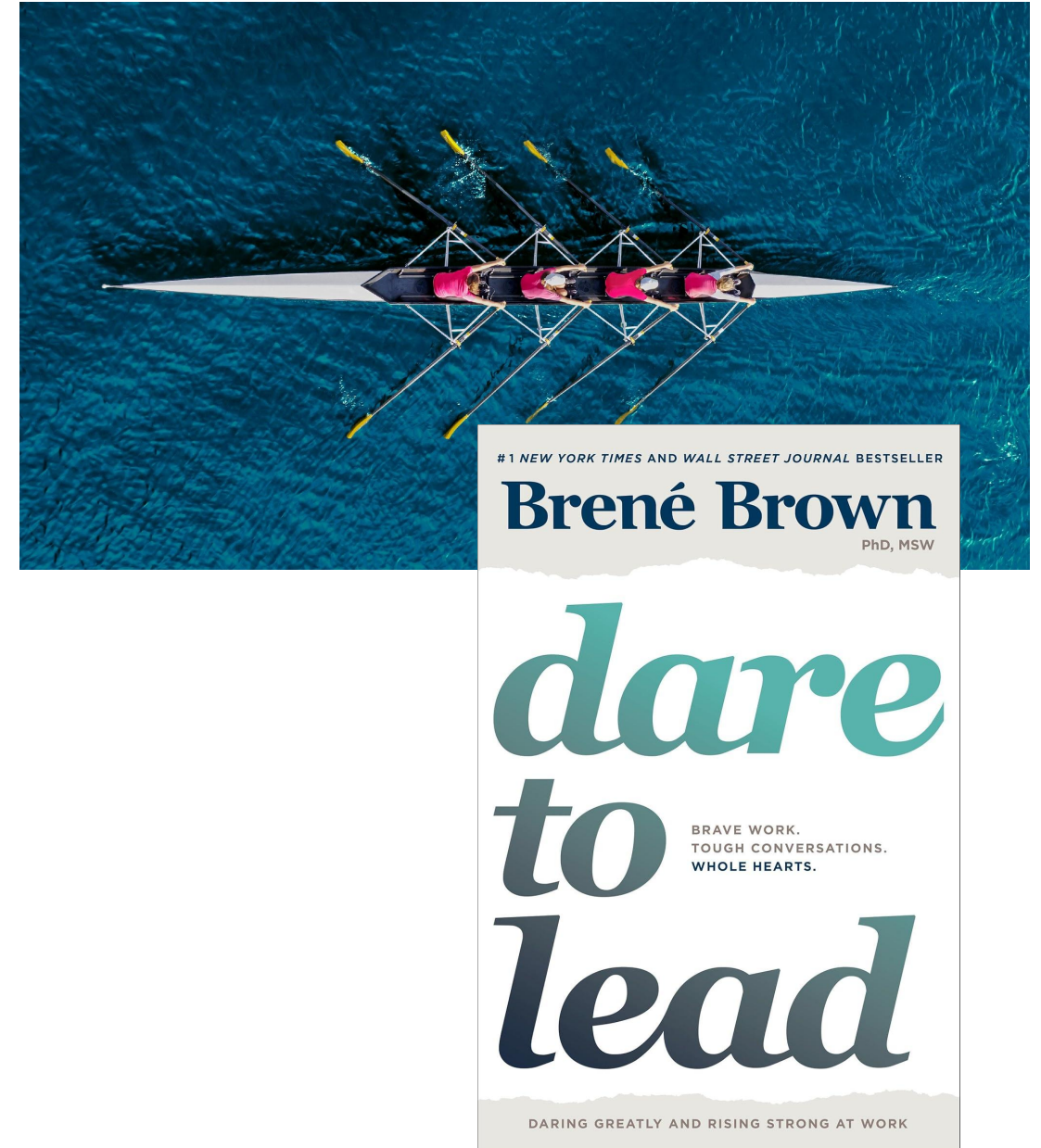
Vulnerable Leadership

Courage over Comfort: Vulnerable leaders embrace uncertainty and risk, choosing authenticity over perfection.

Connection Builds Trust: Showing empathy and openness fosters psychological safety and deeper team relationships.

Growth Through Vulnerability: Admitting mistakes and asking for help models resilience and encourages innovation.

Source: Gallup



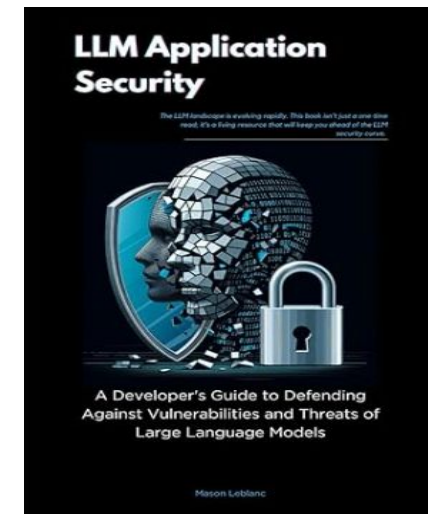
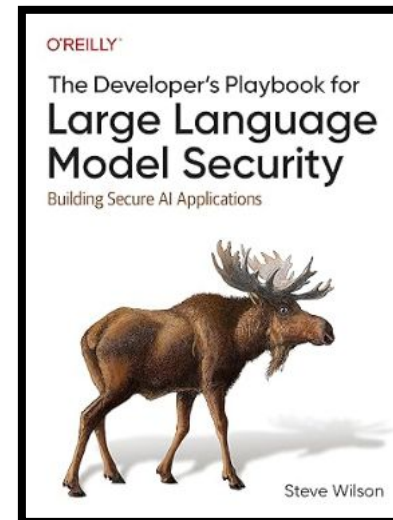
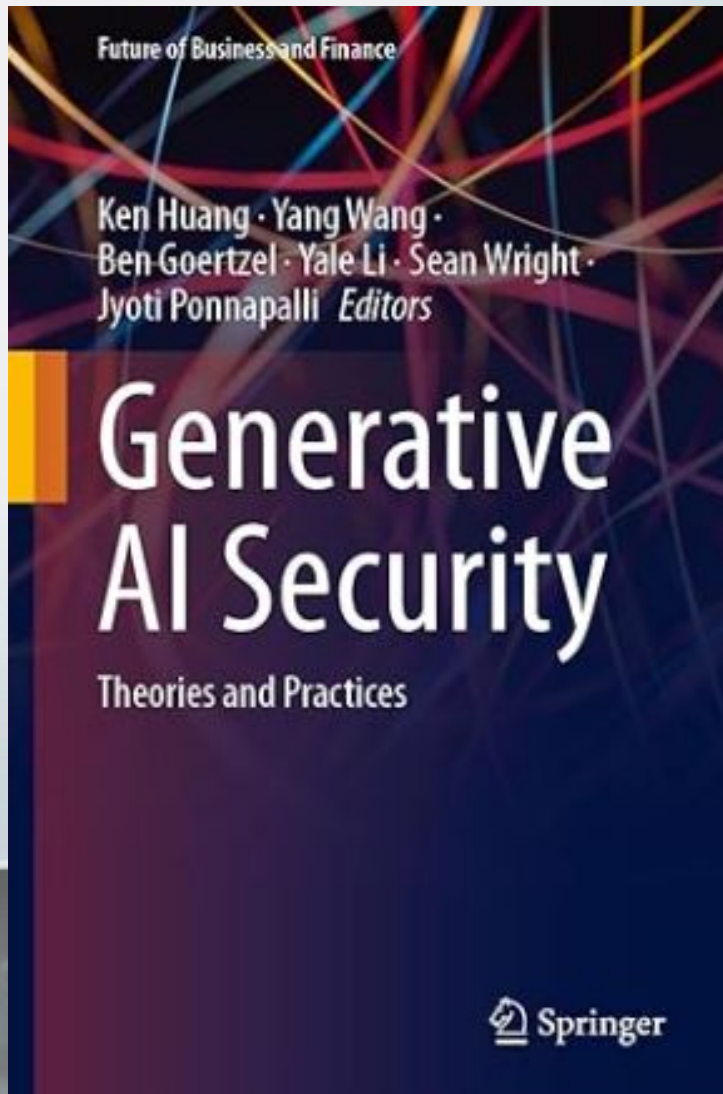
Study Groups

Generative AI Security: Theories and Practices by Ken Huang

Published in April 2024

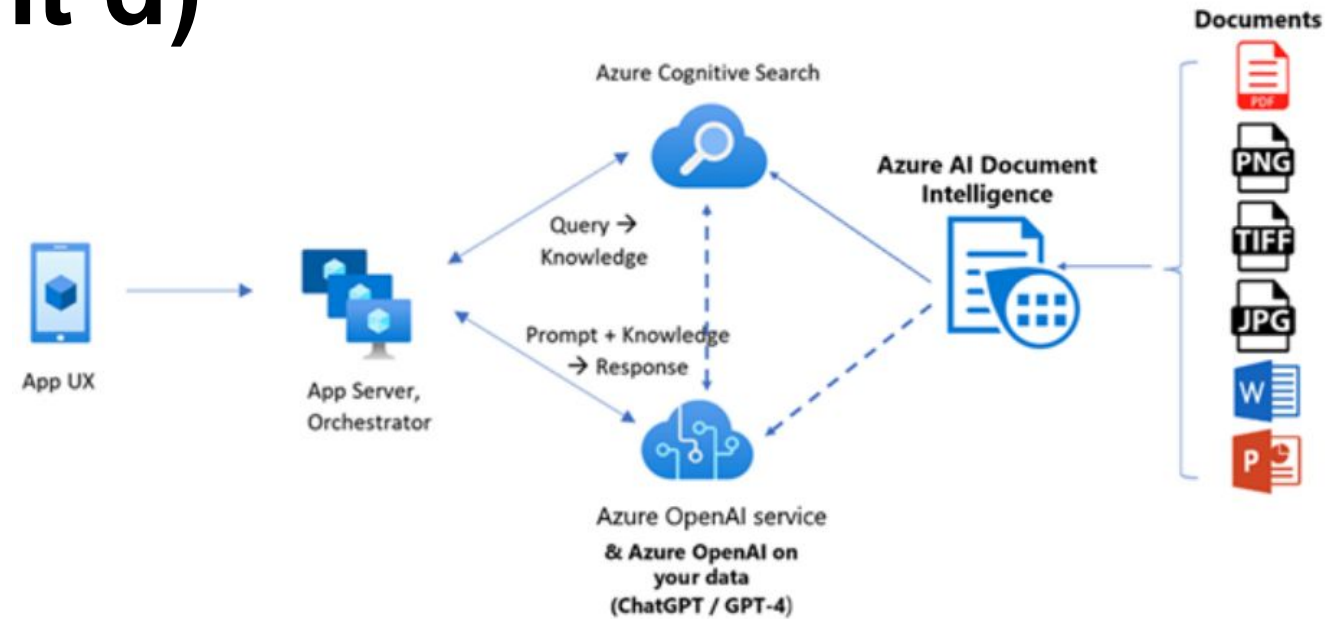
Covers foundations of GenAI, including underlying principles, advanced architectures, and cutting-edge research, to specific aspects of GenAI security such as data security, model security, application-level security, and the emerging fields of LLMOps and DevSecOps.

Alternatives:



Study Groups (cont'd)

Class 5 7/10/2024				
Due Date for Slides & Write-up		8-Jul-24		
Section	Gen AI Fundamentals	Page	Assignee	Submitted?
6	GenAI Model Security			
7.2	Fundamentals of Generative Model Threats		Raj Bablani	
7.2.1	Model Inversion Attacks			
7.2.2	Adversarial Attacks		Ahmad Moazin	
7.2.3	Prompt Suffix Based Attacks			
7.2.4	Distillation Attacks		Benedict Mak	
7.2.5	Backdoor Attacks			
7.2.6	Membership Inference Attacks		Mark Mazelli	
7.2.7	Model Repudiation			
7.2.8	Model Resource Exhaustion Attack		Tosin Aina	
7.2.9	Hyperparameter Tampering			
6.2	Ethical and Alignment Challenges		Arun Kanukolu	
6.2.1	Model Alignment and Ethical Implications			
6.2.2	Model Interpretability and Mechanistic Insights		Sunny Seera	
6.2.3	Model Debiasing and Fairness		Anna Mainville	
6.3	Advanced Security and Safety Solutions		Simon Sulyma	
6.3.1	Blockchain for Model Security			
6.3.2	Quantum Threats and Defense		Joey Tham	
6.3.3	Reinforcement Learning with Human Feedback (RLHF)		Stella Wong	
6.3.4	Reinforcement Learning from AI Feedback (RLAIF)			
6.3.5	Machine Unlearning: The Right to be Forgotten		Neeraj Sharma	
6.3.6	Enhance Safety via Understandable Components		Adebanke Dada	
6.3.7	Kubernetes Security for GenAI Models			
6.3.8	Case Study : Black Cloud Approach		Sara Gantt	
6.4	Frontier Model Security			



- 7 Classes (2-hour each, every two weeks) + self-paced training outside of work hours
- Class projects using Azure AI
- Book Review: one chapter per class
- Scores and leaderboard shared after each class



We desperately need more leaders who are committed to **courageous**, wholehearted leadership and who are **self-aware** enough to lead from their **hearts**, rather than unevolved leaders who lead from hurt and fear.

- Rene Brown

Thank you!

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