

Hiring Practices

Inclusive hiring practices are essential for attracting a diverse talent pool. Emphasizing not only technical skills but also other abilities, such as legal expertise and communication, can help broaden the scope of candidates.

TIPS AND ADVICE ★

Avoid gender-coded language: Job descriptions should be free from language that might discourage certain applicants.

Focus on thinking level rather than certificates: Prioritize cognitive abilities and potential over strict qualifications.

Offer learning opportunities: Be realistic about the experience required and encourage learning on the job.

Reevaluate job descriptions: Include core responsibilities and invite applicants to explain why they are a good fit, rather than listing exhaustive requirements.

Junior roles for diverse backgrounds: Open entry-level positions to people entering cybersecurity as a second career.

Offer cybersecurity training for non-technical roles.

Work life balance

Maintaining a healthy work-life balance is essential to combat burnout, which is common in the high-pressure cybersecurity field. Flexible work options and mental health support can help improve overall employee well-being.

TIPS AND ADVICE ★

Offer flexible hours and remote work: Allow employees to manage their schedules and work from home when needed.

Provide mental health resources: Offer mental health support, including coaching for those who seek it.

Internal mobility and task rotation: Implement these practices to accommodate employees' personal and professional needs.

Buddy system for new employees: This can help newcomers feel welcomed and supported, leading to better long-term retention.



More information
allthe cyberladies.nl

Role models

Role models and mentorship are critical for retaining diverse talent in cybersecurity. Mentorship can help underrepresented groups navigate challenges and envision a future in the industry.

TIPS AND ADVICE ★

Role models can come from anyone: Employees in any role can serve as role models for others, not just those in technical positions.

Expand role model representation: Include legal experts, policy makers, and others from non-technical backgrounds.

Create formal mentorship programs: Structured mentorship can help employees build strong career paths. Regular meetings with mentors can offer guidance and help mentees see opportunities for growth.

Encourage mentorship conversations: Foster a culture where employees can discuss their mentorship needs and expectations.



Diversity remains a significant challenge in the industry, with only 14% of the cybersecurity workforce in the Netherlands being female.

Diversity enhances problem-solving

Different perspectives lead to better decision-making and innovation.

Diversity goes beyond gender: It also includes age, cultural background, education, and neurodiversity.

Diversity in skills: Not all roles in cybersecurity are technical; diverse skill sets in areas like law, communication, and business are valuable.

Creating an inclusive and diverse cybersecurity workforce requires intentional efforts at all levels of the organization. Leaders should focus on overcoming biases, promoting mentorship, and investing in training programs to build a more resilient and innovative team. Diversity is not just a fairness issue—it is a strategic advantage that leads to better cybersecurity solutions and stronger defenses against cyber threats



More information
allthecyberladies.nl

The power of diverse teams

BRIDGING THE TALENT GAP

By Anna Chung, Ariela Lopez, Noortje Henrichs, and Lucinda Sterk

As cyberattacks continue to rise, the cybersecurity industry urgently needs to tap into all available sources of talent. Increasing diversity—particularly the inclusion of women and individuals from non-traditional educational backgrounds—is essential for meeting this growing demand. In this flyer, we explore key strategies for addressing recruitment challenges, promoting retention, and closing the talent gap in the cybersecurity field.

