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A MESSAGE FROM OUR CHAIRMAN, ED BACHELOR

Since the start of my involvement with the ASIS Young Professionals, one thing has remained true: each year we grow and evolve to something better and more effective. Closing the door on our first year as a council, the leadership team reflected on lessons learned and charted a new direction for the future by reorganizing our council structure in order to more effectively achieve our goals and reach industry young professionals. I am happy to announce the creation of 4 distinct teams to more directly address the needs of young professionals in our industry.

- Communication Team – Lead by Bryan Wagner and is responsible for making sure the voice of young professionals is broadcast in our newsletter, publications, and on social media.

- Education Team – Lead by Robert Misch and is responsible for developing educational opportunities geared towards young professionals.

- Events Team- Lead by Angela Osbourne and is responsible for developing and contributing to YP events around the world.

- Global Outreach – Lead by Michael Brzozowski and is responsible for communicating and assisting chapter and council young professional liaisons in each region around the world.

Together, with the direct assistance of my Vice Chairs, Elisa Mula and Toby Heath, we have set forth an aggressive plan this year to bring programs, events and opportunities to industry young professionals.

Feel free to reach out to any of the team leaders if you're interested in contributing to the YP initiative because *"Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek."*

– President Obama

Thank you and I look forward to a very productive and energetic 2016.



MENTORING SPOTLIGHT: WHAT IT MEANS TO BE A LEADER

It is impossible to achieve greatness in a vacuum. Any successful industry veteran will be able to reflect and find at least one person whose influence and guidance made the career trajectory possible. If this describes you, please get involved with the mentoring initiatives highlighted in the following pages. If you haven't had that experience yet, reach out and participate in your local ASIS events. Our industry is growing rapidly in size, complexity and specialization; together, we can exceed the pace.

SECURITY CAREERS IN 2025

Excerpt from "Career Advice for ASIS Young Professionals for 2025" by Angela Osborne, MA PCI



This is a short excerpt from a larger, and superbly researched, article by and available to ASIS members online. I highly encourage anyone looking to further their career to read the article in its entirety and explore the additional educational resources ASIS makes available to its members.

Forecast for Security Careers

Traditional security positions are already significantly outnumbered by information and cybersecurity positions; searching "security analyst" in most job posting websites exemplifies this new reality. For instance, a search for "security analyst" positions on Indeed.com, a job posting site with 180 million unique visitors a month returned 27,353 positions. Excluding "engineering," "cyber," "developer," "programmer," "IT," "Web", "database," and "systems" from the search returned only 937, a nearly 97% decrease. Searching for "security manager," found the results decrease from 193,435 to 60 when "cyber," "programmer," and "developer" were excluded. Physical security positions are available, but for young professionals trying to get an entry level position, identifying those positions without a solid network or IT skills could be very difficult.

The Bureau of Labor Statistics (BLS), which measures labor market activity, employment of information-security analysts is projected to increase 18% from 2014 to 2024, a much faster rate than the average for all occupations (7%), even exceeding the expected increase in computer occupations (12%). From the Federal Government to healthcare to financial services, the BLS expects the demand for information-security analysts to greatly increase. A search for "security manager" in the BLS Manual, redirects to "security guard," a common perception challenge for security practitioners. A search for "investigator" shows a similar job outlook to "security guard" with a projected growth of just 5% from 2014 to 202. According to BLS, one of the main reason for the modest growth is the need for cybercrime investigators. Young professionals should take note that BLS warns of strong competition for investigator positions as they attract relatively young law enforcement and military retirees, making the field very competitive. This simple exercise exposes the challenge and the opportunities that young professionals must take now.

Considerations & Advantages

Success demands that we develop knowledge of business jargon and a business development mindset. The effects of the 2007 recession and its ramification for security professionals: smaller budgets, outsourcing of security functions, and decreases in security roles were real and can happen again. With this in mind, security practitioners need to use resources carefully and provide evidence of cost savings. When companies have to operate with less funds, security practitioners will have to identify ways that they can save companies money and effectively communicate these savings to decision-makers.

ASIS Young Professionals have advantages above our peers. We share a common body of knowledge, have opportunities to participate in educational and certification programs, and have access to a solid network of practitioners and mentors. While young professionals must start preparing for a time when traditional security and logical security will be more integrated, they must not lose sight of the fact that traditional security is still needed. Knowledge of cybersecurity or information security will not make up for a lack of knowledge or experience with physical security situations. This will require a closer partnership with (ISC)² colleagues, study of information and a focus on understanding the mindset of our decision-makers. The security challenges in 2025 will require young practitioners to explore new fields, build on the opportunities within ASIS, and seek a holistic approach to security.

LOOKING TOWARDS 2016 Elisa Mula, YP Vice Chair



In the advent of becoming an official council, we knew there would be a lot of work ahead to organize our team, to effectively support the demands of our members and most importantly to progress our efforts of encouraging and guiding all young security professionals out in the global workforce. I am proud to say that in the year that has passed, we have successfully made strides in all of these areas. We have evolved our committees to a level where they have developed their own leadership structure, allowing for individual growth as well as overall benefits for the entire community. Our YP outreach vision has taken shape and is proving to enable global reach and collaboration, welcoming and including all that want to participate and giving everyone a chance to step up and shine. I am most proud of our core team that has stuck through many challenging times and picked up the slack for members, such as myself, that needed to steady their focus between the delicate balance of work, life and ASIS Young Professionals. We are truly a team in every sense of the word. Henry Ford said "Coming together is a beginning. Keeping together is progress. Working together is success." There is no greater experience than achieving a common goal with people you respect, admire and consider true friends. And this is what we have done.

I believe we now have the foundation to continue to make the Young Professionals council successful for many years to come. Looking forward to 2016, I see many exciting initiatives ahead. I know with Mike Brzozowski at the helm, our outreach program will no doubt skyrocket over the next few months. Bryan Wagner, Ed Bloom and team will continue to make the YP shine through our newsletter. Max Burgess and team will continue to flood all social media with YP news, events and pictures to reflect the spirit with which we all carry in the progression of our efforts. And with the unparalleled vision, smarts and hard work of members such as Angela Osborne and Nick Pintaro, I am confident that our momentum will surpass all that we did in 2016.

YP MENTORING INITIATIVE: National Capital Chapter



The ASIS National Capital Chapter (NCC) is excited to announce that they too will be participating in the ASIS International "Mentoring Security Leaders" program. The NCC is an ideal chapter to undertake this program, boasting over 1,300 members, including a large number of young professionals. The program utilizes a "Mentor-Protégé model, allowing newer members of the industry to benefit from experienced security professionals.

The Young Professionals community is diverse; some of us are starting a second-career following one in the military or law enforcement, some of are trying to transition into a new aspect of the industry, some of us are looking to break into management and some of us are just entering the workforce for the first time.

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From left: Andreas Österberg, Christopher Forsberg, Pontus Winstén, Viktoria Asp, Klas Lindström, Joakim Sjunnesson

INTERNATIONAL SPOTLIGHT: SWEDISH YP COMMITTEE

A special thanks to Pontus Winsten for playing a vital international role

At the end of January the Swedish Young Professionals committee hosted an evening seminar with three different speakers followed by a meet and mingle for everyone to get better acquainted.

The topic of the seminar was crisis management with a focus on the 2014, extremely large and volatile, forest fire in Swedish Västmanland. The seminar attracted 25 people and was a big success according to both the visitors and the Young Professional Committee. "ASIS Young Professional Sweden is constantly growing and we attract new members all the time. We're on the

ground floor of building Sweden's first real network for young professionals in our sector, which feels great" says Pontus Winstén, Young Professional Liaison.

Speaking at the seminar was Christopher Forsberg, Security Strategist at the Municipality of Västerås, Viktoria Asp, Analyst at CRISMART and Klas Lindström, Vice President at 4C Strategies.



EDUCATING YOUR FUTURE:

A Conversation with Angela Osborne, MA PCI

We as traditional security professionals are experiencing a critical moment for our field. To take on the challenges means discomfort, hard work, and unwavering persistence. If we are to weather the storm, as young professionals in particular, we must 1) expand our knowledge of technology, invest in new skills, and not be intimidated by technical jargon; 2) build and grow in our networks early to learn from other practitioners in both the logical and traditional security fields; and 3) build a greater understanding of the businesses and functions we support in order to better frame our threat discussions for key decision-makers.

(ISC)² Certified Information Systems Security Professional CISSP® Study Guides

These guides provide a perspective into how our information security colleagues think about security. One might be surprised to find that while the lexicon is a bit different, the concepts are actually quite similar to those in physical security.

Security Management Magazine

Staying current on information security can be exceptionally difficult given the fast pace of the field. These daily, weekly, and monthly publications as well as podcasts and online versions provide highlights on the top information security news.

DEF CON Conference presentations

Launched in 1993, it is essentially a conference for hackers, each year hackers and cybersecurity professionals converge to participate in sessions on new cyber vulnerabilities and hacker capabilities. These presentations can be quite technical, but offer new insights.

Black Hat Conference presentations

Founded in 1997, Black Hat is a technical and global information security conference. While YPs might not be able to attend these conferences, often the presenters post their sessions on video and document sharing websites.

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EMPLOYER SPOTLIGHT: TYCO INTEGRATED SOLUTIONS

Who We Are

Tyco Integrated Security (TycoIS) is North America's leading commercial security systems integrator, providing business security services to more than 500,000 customers.

Headquartered in Boca Raton, Fla., TycoIS has more than 7,500 employees in 150 locations in business communities in North America. TycoIS provides video surveillance, fire and burglar event monitoring, access control, asset and people management products and services to companies in virtually every segment of the U.S. business economy, and government agencies at the federal, state and local levels. TycoIS helps organizations address their security solutions and regulatory/compliance requirements.



Cool Things We Do

TycoIS helps secure more businesses of any size than any other commercial security integrator. It protects large global enterprises, but also businesses that you use every day like your local arena, your community bank, where your children's school, where you worship, and most likely, your favorite coffee house. TycoIS helps to protect 80% of the world's top 100 retailers, 8 of the top 10 banking institutions, 2/3 of the nation's busiest airports and every U.S. Federal Courthouse.

Tyco Cares

There are many opportunities for young professionals at TycoIS to give back to the community around them. TycoIS and its employees are committed to contributing to a safer, smarter world. Through corporate contributions, employee volunteer efforts and the Tyco Cares program, TycoIS is able to leave a meaningful and lasting impact on the communities in which it operates. As part of its overarching corporate focus on community service, TycoIS encourages employees to engage in activities that effectively utilize their skills, experience and passion to make a difference in the world.

Young Professionals at Tyco

With more than 150 locations across North America, TycoIS has an ideal location for almost every young professional. We work with some of the globe's largest brands, and our size and international reach opens up a variety of paths to build a rewarding career. TycoIS offers young professionals the opportunity to work alongside people who are some of the best in their fields. Finally, TycoIS will provide the support you need to develop, excel and pursue evolving interests. For more information regarding careers at Tyco please visit our website.



YP MENTORING

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The Mentoring Security Leaders program benefits all members of the NCC YP community. The Protege's goals and experience are carefully matched with a Mentor, the intent is for mentors to provide insight on their personal professional experiences as well as professional visibility, career advancement, networking, and how to overcome professional barriers.

ASIS NCC believes that the design of the program will ultimately benefit not only the mentees but also the mentors. ASIS NCC is proud to introduce the ASIS International "Mentoring Security Leaders" program to their chapter and is looking forward to its continued success.



EDUCATING YOUR FUTURE

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PC World and CNET

Both online publications provide good sources on information security topics. A regular review of these can provide an opportunity to learn about specific information security threats.

Annual and Midyear Cisco Security Reports

Cisco offers threat intelligence and trend analysis with information on cybercriminal capabilities, innovation, cyber policies, and areas to watch for the future. The reports are free and available online.

The National Institute of Standards and Technology (NIST): Information Security Handbook:

The NIST is mandated by the U.S. Congress to provide guidance to the government on information security. These documents provide great definitions of key information security terms, a collection of controls (information security countermeasures), and examples.

Code Academy

This site provides free online training on coding. By 2020, roughly 1 million coding jobs will go unfilled, according to the BLS, Many of which do not require a college degree. In the future, we might be competing with a generation of people who learned coding in school. Having at least a basic understanding in this growing field could have huge benefits.

Beginning Python Guides

Start off with a book geared towards kids, such as Teach Your Kids to Code, a book aimed at parents learning to code with their kids. It breaks Python down into manageable, non-intimidating pieces.

Simplified MBA Books

If a young professional's purpose is to gain an understanding of communication terms to use when applying for a position or presenting a business case at work, these books can deliver. They also provide some perspective on how MBA-holders, who are frequently decision-makers in the private sector, think about their business or function.

The Art of M&A Due Diligence by Charles M. Elson

This text provides a great review of the mergers and acquisitions (M&A) practices that shape international business. Its examples are highly useful for those seeking to work in a global company. ASIS recommends it as optional reading for the Professional Certified Investigator (PCI®) exam.

Association of Certified Fraud Examiners Resources

The Certified Fraud Examiner (CFE) is a well-regarded certification. The resources on identifying financial anomalies are very useful and also provides information on compliance and financial investigations.



WE WANT YOU TO PARTICIPATE

Thank you for reading the latest version of the ASIS YP newsletter. Our newsletter is distributed quarterly and highlights Young Professionals from across the country. The key to the newsletter is the support and content from you the reader. Please send any YP related events or articles to ASISYoungProfessionals@gmail.com. We look forward to receiving your contributions as we work together to share the achievements and successes of Young Professionals around the world.

- **Bryan Wagner, ASIS YP Communications Chair**