28 th ANNUAL **FIRST** CONFERENCE **SEOUL** JUNE 12 – 17, 2016

GETTING TO THE SOUL OF INCIDENT RESPONSE

How to Discover Cyber Security Talents ?

Moataz Salah

CEO of CyberTalents

CYBER TALENTS

28th ANNUAL FIRST CONFERENCE SEOUL JUNE 12 - 17, 2016

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

The Daily Dot — THE KERNEL — TOPICS

Politics

U.K. police arrest teenage hacker who allegedly broke into CIA director's email

By William Turton

Feb 12, 2016, 6:46am CT | Last updated Feb 12, 2016, 2:35pm CT

http://bit.ly/1KKaCO6

Daily Dot Politics

Authorities in East Midlands, England, arrested a 16-year-old boy on Tuesday for allegedly hacking the personal email account of the CIA director and releasing the personal information of 31,000 government agents.

The hacker known as "cracka" was arrested on multiple counts of suspicion of

SC MAGAZINE — NEWS EVENTS VIDEOS PRINT RESOURCES PROD

FOR IT SECURITY PROFESSIONALS

SC Awards Europe • Old Billingsgate, 1 Old Billingsgate Walk, Lo

SC Magazine UK > News > Teens arrested for hacking hundreds of key Instagram users

Tim Ring
March 15, 2016

Teens arrested for hacking hundreds of key Instagram users

Share this content:

Police say two teenagers made tens of thousands of euros by hacking 'big' Instagram users with many thousands of followers.

Dutch police have arrested two teenagers suspected of hacking hundreds of influential Instagram users and exploiting their tens of thousands of followers.

The Instagram photo sharing site is owned by Facebook and has over 400 million active users worldwide.

The 18 and 19 year-old males – from towns near Rotterdam and The Hague – are accused of stealing the passwords from key Instagram account holders

TIME MAGAZINE VIDEOS

TECH PRIVACY

Police Arrest 15-Year-Old on Suspicion of Hacking British Telecoms Firm

Joanna Plucinska @joannaplucinska | Oct. 26, 2015

TalkTalk will likely face tough questioning about its hack-prevention techniques

A 15-year-old boy in County Antrim, Northern Ireland, was arrested Monday in connection with Wednesday's hack of British telecoms company TalkTalk, which may have exposed the personal

See How the 'Girl Pilots' of WWII Trained for Duty

Education is the Key to Breaking the Cycle of Violence

TalkTalk

Insta

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

2-Practicing

1-Cyber Security Camps

3-National & international Competition

5-Specialised Training

4-Recruitment

1- Cyber Security Camps

- Military, Intelligence and Security agencies practice camps model long time ago
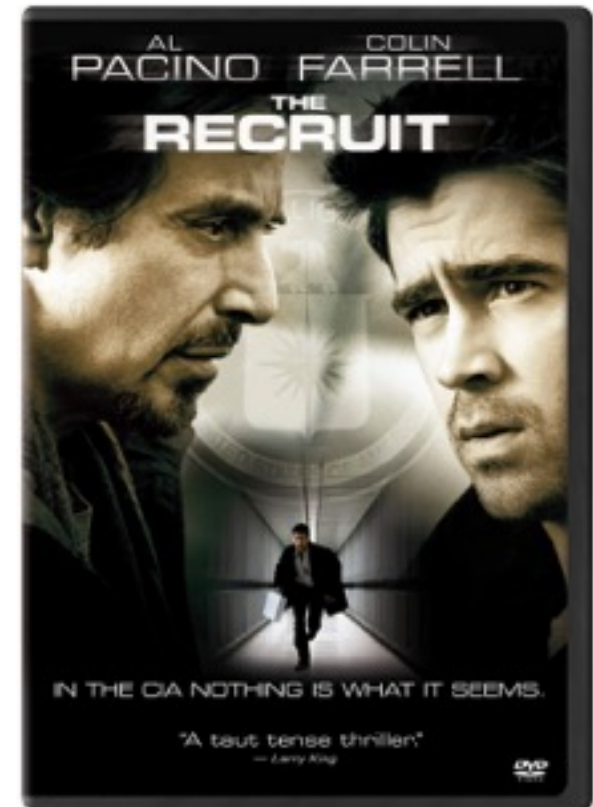
Meeting the Experts

Cyber War Game

Career Plan

Team Building

Go The Extra Mile

Team Work

Accreditation

New Friends

Building Community

2- Practicing

Challenges Sample

Name	Category	Difficulty	Points	Hints	Desciption	Is solved	Actions
Key Generator	Reverse Engineering	Hard	150		What is the key to generate the below serial : 851122601-565353145-976764089-3706359006 Enter Only the MD5 of the Key	Solved By 42 Users	Action ▾
Business Gathering	Trivia	Easy	25	Use All Capital letters to submit the answer	I am a huge cyber security conference that run every year in three places : San Francisco, Singapore and Lately AbuDhabi. Who am I ?	Solved By 46 Users	Action ▾
Hackers Gathering	Trivia	Easy	25	Use All Capital letters to submit the answer	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 ?	Solved By 65 Users	Action ▾
Founder	Trivia	Easy	25	Use All Capital letters to submit the answer	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--------?	Solved By 58 Users	Action ▾
Computer Virus	Trivia	Easy	25	Use All Capital letters to submit the answer	I am the First Computer Virus ever known . You will find me in your head . My name is ....?	Solved By 69 Users	Action ▾
Contribute	Trivia	Easy	25	Use All Capital letters to submit the answer	I am an Organization that releases the Top 10 Vulnerabilities in Application Security . I am ....?	Solved By 64 Users	Action ▾
Greeks	Trivia	Medium	50	Use All Capital letters to submit the answer	The art of hiding messages or information inside other image / text or data	Solved By 67	Action ▾

My Rank

World Rank

World Rank

Rank	Talent	Score	Country
1	LC↓BC	1460	RU
2	gsteph	1110	EG
3	Mohamed	725	SD
4	BlackHawkk	725	EG
5	701	660	EG
6	InfosecShinobi	660	NG
7	waelaase	660	EG
8	11x256	660	EG
9	0xfouda	635	EG
10	Michel	635	NL
11	SpikE	625	EG
12	baalmor	615	KZ
13	abusaffiyah	590	GB
14	20bk@w7	585	EG

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 come 2nd 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.salah@cybertalents.com

- cybertalentsofficial

- @cyber_talents