




(ISC)2 Career Impact Survey

1. In what country are you located?			
		Response Percent	Response Count
Albania		0.0%	0
Andorra	█	0.2%	1
Angola		0.0%	0
Antigua and Barbuda		0.0%	0
Argentina		0.0%	0
Australia		0.0%	0
Austria	█	1.0%	6
Azerbaijan		0.0%	0
Bahamas		0.0%	0
Bahrain	█	0.3%	2
Bagladesh		0.0%	0
Barbados		0.0%	0
Belarus		0.0%	0
Belgium	█	2.1%	12
Belize		0.0%	0
Bermuda		0.0%	0
Bolivia		0.0%	0
Bosnia and Herzegowina		0.0%	0
Botswana	█	0.2%	1
Brazil		0.0%	0
Brunei Darussalam		0.0%	0
Bulgaria	█	0.7%	4
Cambodia		0.0%	0

Cameroon		0.0%	0
Canada		0.0%	0
Cayman Islands		0.0%	0
Chile		0.0%	0
China		0.0%	0
Colombia		0.0%	0
Costa Rica		0.0%	0
Croatia		0.2%	1
Cuba		0.0%	0
Cyprus		0.0%	0
Czech Republic		0.9%	5
Denmark		2.7%	16
Dominican Republic		0.0%	0
Ecuador		0.0%	0
Egypt		0.7%	4
El Salvador		0.0%	0
Estonia		0.0%	0
Faroe Islands		0.0%	0
Fiji		0.0%	0
Finland		3.6%	21
France		4.6%	27
French Polynesia		0.0%	0
Georgia		0.0%	0
Germany		7.7%	45
Ghana		0.2%	1
Gibraltar		0.0%	0

Greece		2.1%	12
Guam		0.0%	0
Guatemala		0.0%	0
Haiti		0.0%	0
Honduras		0.0%	0
Hong Kong		0.0%	0
Hungary		0.5%	3
Iceland		0.0%	0
India		0.0%	0
Indonesia		0.0%	0
Iran		0.2%	1
Ireland		1.7%	10
Israel		1.4%	8
Italy		2.9%	17
Jamaica		0.0%	0
Japan		0.0%	0
Jordan		0.2%	1
Kazakhstan		0.0%	0
Kenya		0.0%	0
Korea, Republic of		0.0%	0
Kuwait		0.3%	2
Latvia		0.2%	1
Lebanon		0.2%	1
Liechtenstein		0.0%	0
Lituania		0.2%	1
Luxemborg		0.2%	1
Macau		0.0%	0

Macedonia		0.5%	3
Malaysia		0.0%	0
Malta		0.5%	3
Mauritius		0.3%	2
Mexico		0.0%	0
Morocco		0.0%	0
Namibia		0.2%	1
Nepal		0.0%	0
Netherlands		10.8%	63
Netherlands Antilles		0.0%	0
New Zealand		0.0%	0
Nigeria		0.9%	5
Norway		0.9%	5
Oman		0.2%	1
Pakistan		1.2%	7
Panama		0.0%	0
Peru		0.0%	0
Phillipines		0.0%	0
Poland		2.1%	12
Portugal		0.7%	4
Puerto Rico		0.0%	0
Qatar		0.5%	3
Romania		1.0%	6
Russian Federation		0.9%	5
Saint Kitts and Nevis		0.0%	0
Saint Lucia		0.0%	0

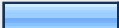
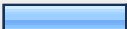
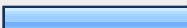

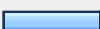
Saudi Arabia		0.5%	3
Senegal		0.0%	0
Serbia		0.0%	0
Singapore		0.0%	0
Slovakia		0.3%	2
Slovenia		0.2%	1
South Africa		2.2%	13
Spain		5.0%	29
Sri Lanka		0.0%	0
Suriname		0.0%	0
Sweden		3.8%	22
Switzerland		3.3%	19
Taiwan		0.0%	0
Tanzania		0.0%	0
Thailand		0.0%	0
Trinidad and Tobago		0.0%	0
Tunisia		0.5%	3
Turkey		0.3%	2
Turks and Caicos Islands		0.0%	0
Uganda		0.0%	0
Ukraine		0.2%	1
United Arab Emirates		2.4%	14
United Kingdom		25.6%	149
United States		0.0%	0
Uruguay		0.0%	0
Venezuela		0.0%	0
Vietnam		0.0%	0

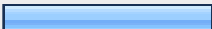
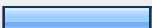



Virgin Islands (U.S.)		0.0%	0
Yemen		0.0%	0
Zambia		0.0%	0
Zimbabwe		0.0%	0
	answered question		582
	skipped question		0

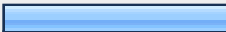
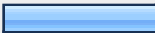





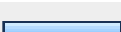



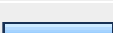








2. What is your e-mail address (must include this to be eligible for prizes)?		
		Response Count
		534
	answered question	534
	skipped question	48

3. What certifications do you currently hold?

		Response Percent	Response Count
CAP		0.0%	0
CISSP		95.0%	553
CISSP-ISSAP		1.4%	8
CISSP-ISSEP		0.2%	1
CISSP-ISSMP		0.9%	5
CSSLP		1.9%	11
JGISP (formerly ISSJP)		0.0%	0
SSCP		2.4%	14
CEH		6.7%	39
CISA		17.5%	102
CISM		14.8%	86
CompTIA Security+		6.9%	40
GSE		0.0%	0
GSEC		1.2%	7
None		1.2%	7
Other (please specify)			183
		<i>answered question</i>	582
		<i>skipped question</i>	0

4. How many employees work within your organization?			
		Response Percent	Response Count
1-100		17.5%	102
101-1,000		18.7%	109
1,001-10,000		28.2%	164
10,001-100,000		21.1%	123
100,001 or more		14.4%	84
		<i>answered question</i>	582
		<i>skipped question</i>	0

5. What was the total security budget within your organization for 2009 (in USD)?			
		Response Percent	Response Count
\$0-100,000		31.8%	174
\$100,001-500,000		22.3%	122
\$500,001-1,000,000		13.9%	76
\$1,000,001-5,000,000		12.4%	68
\$5,000,000 or more		19.6%	107
		<i>answered question</i>	547
		<i>skipped question</i>	35

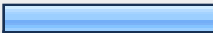


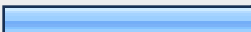


6. What is your organization's industry/market?			
		Response Percent	Response Count
Information technology		34.4%	200
Professional services		23.0%	134
Discrete manufacturing		1.5%	9
Education		3.3%	19
Process manufacturing		2.1%	12
Healthcare		3.3%	19
Government (Defense and Non-defense)		14.8%	86
Banking		17.9%	104
Other finance		5.8%	34
Retail		2.2%	13
Wholesale		1.0%	6
Telecommunications		16.5%	96
Construction		1.9%	11
Transportation and transportation services		2.2%	13
Insurance		4.8%	28
Media		2.7%	16
Personal services		0.2%	1
Utilities		2.1%	12
Resource industries		1.5%	9
Other		6.7%	39
	Other (please specify)		46
	answered question		582
	skipped question		0




7. How did the economic downturn affect the following areas of your organization in 2009 compared to 2008? Please rate each of the following areas.





	No change	Decreased significantly	Decreased somewhat	Increased somewhat	Increased significantly	Rating Average	Res Co
Travel budget	25.1% (145)	42.4% (245)	30.6% (177)	1.7% (10)	0.2% (1)	2.10	
New hires	19.1% (109)	44.8% (256)	26.4% (151)	7.4% (42)	2.3% (13)	2.29	
Personnel reductions and layoffs	38.6% (220)	8.8% (50)	14.0% (80)	24.2% (138)	14.4% (82)	2.67	
Professional development and training budget	29.0% (167)	30.4% (175)	33.9% (195)	5.7% (33)	1.0% (6)	2.19	
Purchases of security equipment and technology	37.2% (214)	19.8% (114)	32.9% (189)	9.7% (56)	0.3% (2)	2.16	
Information security budget	41.2% (238)	16.3% (94)	31.7% (183)	9.7% (56)	1.2% (7)	2.13	
Outsourcing of security functions	69.1% (398)	7.8% (45)	10.1% (58)	10.2% (59)	2.8% (16)	1.70	
	<i>answered question</i>						
	<i>skipped question</i>						

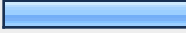

8. How do you foresee the economic downturn affecting the following areas of your organization in 2010 compared to 2009?

	No change	Decreasing Significantly	Decreasing Somewhat	Increasing Somewhat	Increasing Significantly	Rating Average	Response Count
Travel budget	44.0% (255)	16.4% (95)	23.8% (138)	15.0% (87)	0.7% (4)	2.12	
New hires	35.3% (205)	14.3% (83)	20.8% (121)	27.5% (160)	2.1% (12)	2.47	
Personnel reductions or layoffs	50.8% (294)	8.8% (51)	18.8% (109)	17.1% (99)	4.5% (26)	2.16	
Professional development and training budget	41.4% (239)	12.7% (73)	23.4% (135)	21.3% (123)	1.2% (7)	2.28	
Purchases of security equipment and technology	46.7% (269)	9.2% (53)	21.2% (122)	21.7% (125)	1.2% (7)	2.22	
Information security budget	47.6% (274)	9.0% (52)	21.4% (123)	21.0% (121)	1.0% (6)	2.19	
Outsourcing of security functions	70.0% (403)	5.9% (34)	8.7% (50)	14.1% (81)	1.4% (8)	1.71	
	answered question						
	skipped question						


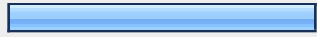
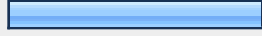

9. Did you receive a salary increase, including benefits and incentives, in 2009?			
		Response Percent	Response Count
Yes - 0-5%		32.1%	186
Yes - 5-10%		10.5%	61
Yes - 10% or higher		5.3%	31
No - No change in salary or benefits		38.1%	221
No - Salary and/or benefits cut		9.8%	57
No - Layoff		4.1%	24
		<i>answered question</i>	580
		<i>skipped question</i>	2

10. Is the economic downturn causing an increased security risk in your organization?			
		Response Percent	Response Count
Yes		31.8%	184
No		43.0%	249
Not sure		25.2%	146
		<i>answered question</i>	579
		<i>skipped question</i>	3

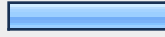

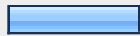
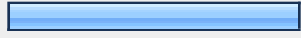
11. If yes, which of the following areas have you seen the most activity?			
		Response Percent	Response Count
Hacks against your systems/infrastructure		18.4%	34
Theft of intellectual property		17.3%	32
Employee misconduct		53.5%	99
Other		10.8%	20
		Other (please specify)	22
		answered question	185
		skipped question	397

12. Are you a security manager or above with hiring responsibilities?			
		Response Percent	Response Count
Yes		28.2%	163
No		71.8%	416
		answered question	579
		skipped question	3

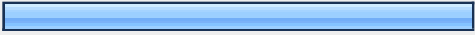
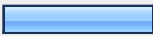


13. When filling an information security position within your organization, what is the average time it takes to find and hire the right candidate?

		Response Percent	Response Count
Less than 1 month		5.6%	9
1-3 months		46.9%	76
3-6 months		38.9%	63
6 or more months		8.6%	14
		<i>answered question</i>	162
		<i>skipped question</i>	420

14. Are you looking to hire any additional permanent or contract information security staff in the coming year?

		Response Percent	Response Count
Yes - Permanent employees only		23.9%	39
Yes - Contract employees only		11.7%	19
Yes - Both permanent and contract employees		19.6%	32
No		44.8%	73
		<i>answered question</i>	163
		<i>skipped question</i>	419

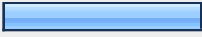
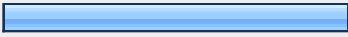


15. If yes, how many are you looking to hire?

		Response Percent	Response Count
1-2		72.2%	70
3-4		22.7%	22
5-9		4.1%	4
10+		1.0%	1
		<i>answered question</i>	97
		<i>skipped question</i>	485

16. What specific expertise are you seeking from professionals? Choose all that apply.

		Response Percent	Response Count
Access control systems and methodology		36.9%	52
Applications and system development security		34.8%	49
Administration		15.6%	22
Business planning		7.8%	11
Business continuity and disaster recovery planning		30.5%	43
Certification & accreditation		21.3%	30
Cryptography		17.7%	25
Law, investigations, and ethics		13.5%	19
Forensics		19.1%	27
Operations security		51.1%	72
Policy development		32.6%	46
Physical security		16.3%	23
Security architecture and models		38.3%	54
Security management practices		46.8%	66
Telecommunications and network security		44.7%	63
ISO/IEC 17799 (Code of Practice for Information Security Management)		40.4%	57
Information risk management		47.5%	67
Privacy		17.7%	25
Auditing		29.8%	42
Corporate governance		23.4%	33
Consulting		27.0%	38

	<i>answered question</i>	141
	<i>skipped question</i>	441

17. How difficult has it been to find the right candidate(s)?			Response Percent	Response Count
Very difficult			30.2%	45
Somewhat difficult			53.0%	79
Not difficult at all			5.4%	8
Haven't begun the search yet			11.4%	17
	<i>answered question</i>			149
	<i>skipped question</i>			433

18. What areas are most challenging in the hiring process?						
	Not challenging at all	Somewhat challenging	Very challenging	N/A	Rating Average	Response Count
Meeting salary expectations	19.3% (29)	55.3% (83)	16.7% (25)	8.7% (13)	1.97	150
Reviewing the number of applications received for the position	40.5% (60)	37.2% (55)	10.8% (16)	11.5% (17)	1.66	148
Finding the candidate with the right skills	3.3% (5)	24.7% (37)	67.3% (101)	4.7% (7)	2.67	150
Finding the candidate with the right amount of experience	7.3% (11)	33.3% (50)	53.3% (80)	6.0% (9)	2.49	150
Finding the candidate with the right certification(s)	21.6% (32)	40.5% (60)	18.9% (28)	18.9% (28)	1.97	148
Finding a candidate willing to withstand the lengthy hiring process	39.9% (59)	32.4% (48)	14.9% (22)	12.8% (19)	1.71	148
Finding a candidate who's willing to commit long-term	37.2% (55)	35.8% (53)	17.6% (26)	9.5% (14)	1.78	148
Finding a candidate in my geographical area	34.9% (52)	35.6% (53)	22.8% (34)	6.7% (10)	1.87	149
Finding a candidate in my sector	36.2% (54)	38.3% (57)	14.8% (22)	10.7% (16)	1.76	149
				Other (please specify)		1
				answered question		151
				skipped question		431