Preparing the New Generation of Security Professionals

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IT Security EBK:
A Competency and Functional Framework for IT Security Workforce Development

Functional Perspectives
- M – Manage
- D – Design
- I – Implement
- E – Evaluate

IT Security Competency Areas	IT Security Roles — Executive			IT Security Roles — Functional				IT Security Roles — Corollary		
	Chief Information Officer	Information Security Officer / Chief Security Officer	IT Security Compliance Officer	Digital Forensics Professional	IT Security Engineer	IT Security Operations and Maintenance Professional	IT Security Professional	Physical Security Professional	Privacy Professional	Procurement Professional
1 Data Security	M	M D E	E		D E	I E	M D E		D E	
2 Digital Forensics		M D E		M D I E		I				
3 Enterprise Continuity	M	M E	E			D I	E	D I		
4 Incident Management	M	M D E	E	I		D I E	D E	I	M D I E	
5 IT Security Training and Awareness	M	M E	E				D I E		D E	
6 IT Systems Operations and Maintenance				D E	D I E	M D I E	I			
7 Network Security and Telecommunications				I	D I E	M D I	I			
8 Personnel Security							D E	E I	D	
9 Physical and Environmental Security	M	M E	E				D E	M D I E		
10 Procurement	M D E	M D E	E		E	E		E		M D I E
11 Regulatory and Standards Compliance	M E	M D E	D I E				I		M D I E	
12 Risk Management	M E	M D E	I E	I	I	I	D I E	I	M D I E	
13 Strategic Management	M D E	M D I E	D E							
14 System and Application Security	M	M E	E		D I E	I				

Mapping Professional Specialist Groups to Career Levels

Professional Specialist Group Model		Management	Technology	Architecture	Assurance	Risk Management
Senior Executive	CISO	CTO	CIO	COO	CAO	CRO
Manager/Director	ISM,ISD, Mgr Dir, Ops Mgr/Dir, Consulting Mgr/DIR	Development Manager Systems and Infrastructure			Head of Internal Audit	Information Risk Mgr/Dir Consulting Mgr/Dir
Expert	Principal Consultant	Senior Dev Engineer	Senior Architect	Senior Architect	Senior Security Auditor	Principal Consultant
Sepecialist Managerial	Product/Program manager, Team Leaders, Account Sales managers					
Specialist Technical	Security Consultant Business Analyst	Security Product Manager	Security Designer	Security Designer	Security Auditor	Information Risk Consultant
Entrant	Analyst	Deverloper	Security Designer Trainee	Security Designer Trainee	Security Auditor Trainee	Information Risk Trainee

Career Levels and Traditional Paths

Senior Executive
CIO; CISO; CTO; CRO; COO

EXPERT

Principal Consultant;
Senior/Chief Architect;
Senior Security Auditor; Etc.

MANAGER/DIRECTOR

Consulting Manager/Director; Information Security Manager/Director; Head of Security Audit; Information Risk Manager/Director; Operations Manager/Director

Specialist (Technical/Business)
Security Consultant; Security Designer/Architect; Security Auditor; Information Risk Consultant; Security Product Manager; Business Analyst

Specialist (Management) Project Manager; Program Manager; Team Leader; Account Manager; Sales Manager; Marketing Manager

Years of experience & ability

ENTRANT

Security Analyst; Security Developer; Security Administrator; Trainee Information Risk Consultant; Security Product Sales; Etc.

Adapted from AINSER ISPR Framework