Security Champions

A Force Multiplier for Cyber

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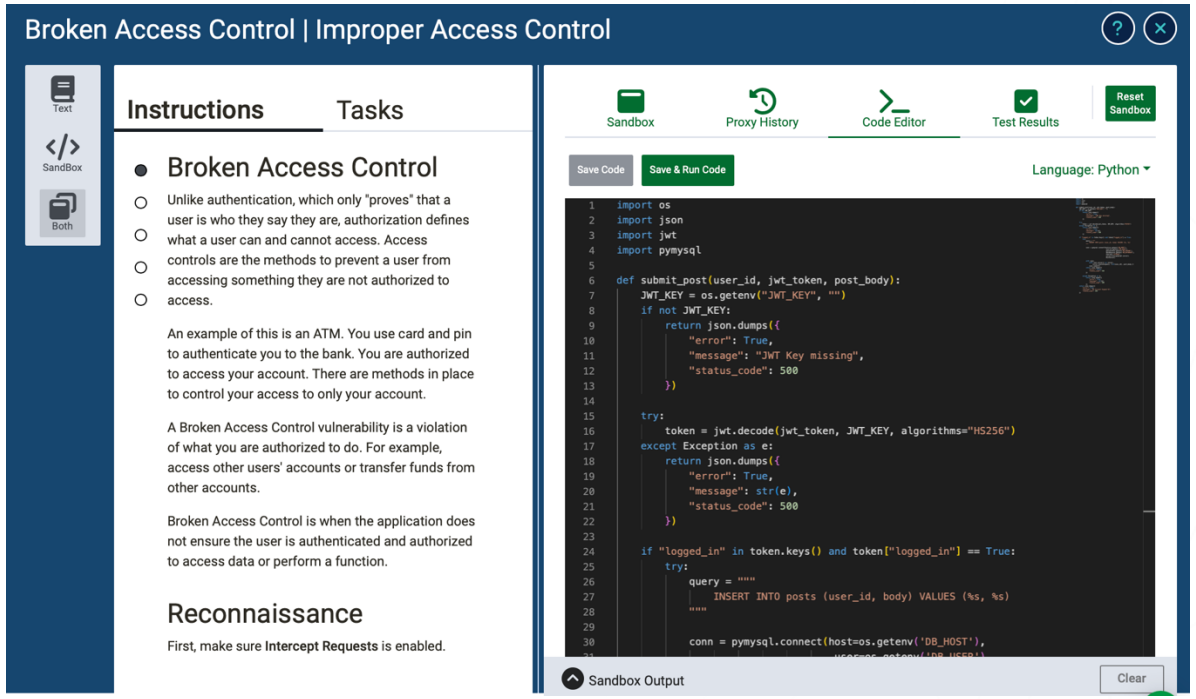
DIGITAL UNIVERSITY



Digital University, a joint venture started between the US **Air Force** and **Space Force** and available to members of the DoD, provides anytime access to Silicon Valley accredited technology training & fosters a community of learners for tomorrow's warfighter.

https://digitalu.af.mil

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DoD Cyber Posture

“There is a recognized shortage of skilled cyber personnel that could potentially impact operational readiness across the Department and put national security at risk. Despite the vast expansion of cyber educational and experiential opportunities, the Nation’s cyber talent pipeline remains limited.”

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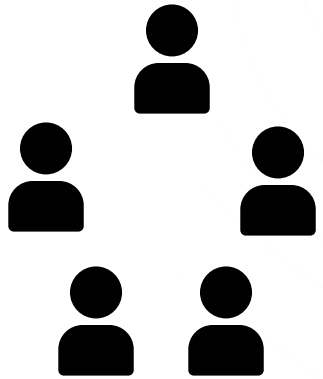
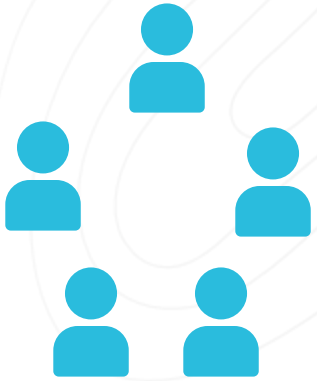
What is the challenge?

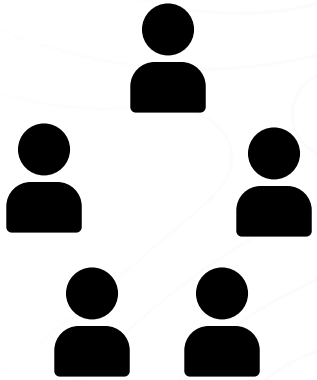


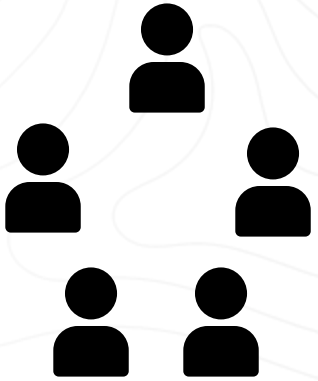


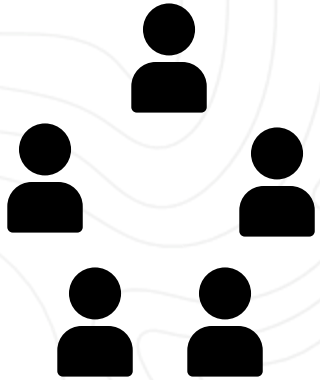
Cyber Specialists (N= ~225,000)

1. Cost
2. Retention
3. Influence
4. ROI

7%







Military Personnel
and DOD Civilians (N=~**3,395,000**)
2022 Demographics Report

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Security Champion

A Security Champion is an individual within an organization who, in addition to their primary role, takes on the responsibility of promoting cybersecurity best practices. They serve as the bridge between cybersecurity teams and the broader workforce, ensuring that security is prioritized in every aspect of the organization's operations.

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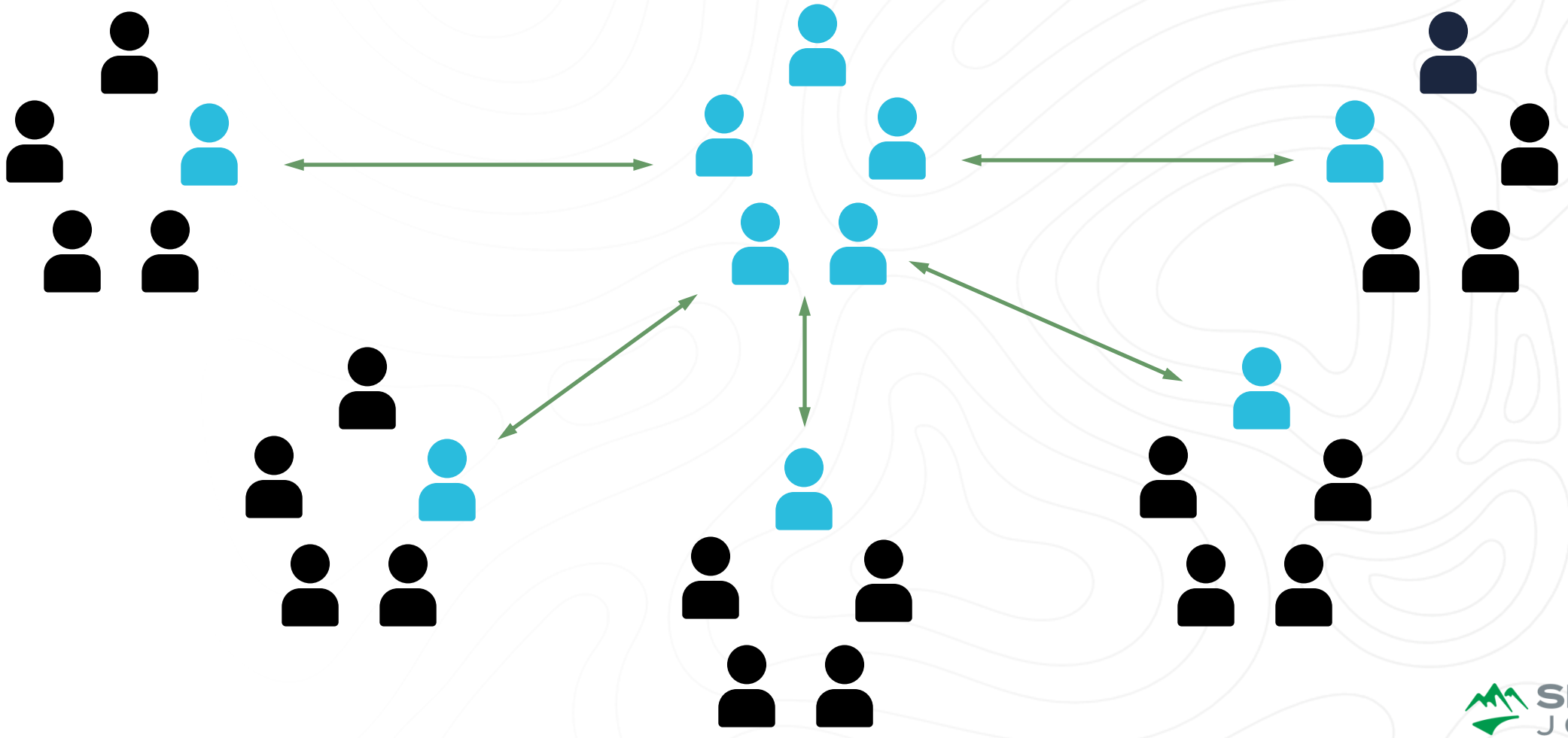
Force Multiplier



Roles and Responsibilities

Educators

Raise awareness among their peers

Advocates

Security considerations are integrated into decision-making processes

Liaisons

Facilitate communication with cyber team

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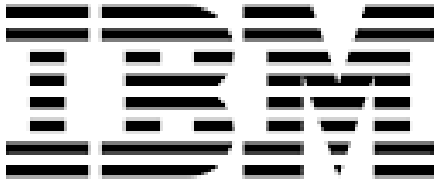
Civilian Sector Success Stories



THE SECURITY CHAMPIONS MANIFESTO

OWASP SECURITY CHAMPIONS GUIDE

https://owasp.org/www-project-security-champions-guidebook/

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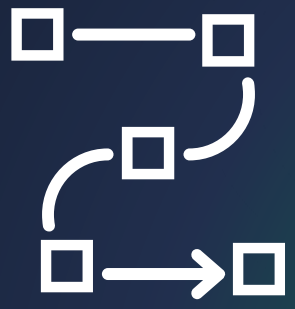
Be Passionate About Security

What	Ensure the people involved in your security champion program are passionate about security.
How	1. Promote security top down and on all levels within your organization. 2. Explain the importance of the security champions program within your organization. It should be clear what the program brings and what is expected of the people involved. 3. Start with recruiting volunteers and avoid assigning security champions when possible.



Start with a Clear Vision

What	A vision of security champions program serves as a guide in achieving security in your organization and can be used to provide a sense of purpose for IT engineers doing security.
How	A Champion Program Vision Should Be: 1. Imaginable 2. Desirable 3. Feasible 4. Focused 5. Communicable

Secure Management Support

What	Ensure your security champion program is recognized as a formal program with a set purpose within your organization.
How	1. Setting up a Security Champion program requires a thorough analysis of the stakeholders to get the program approved and supported. 2. Being a security champion should be included in the job description. 3. Per stakeholders, the benefits should be articulated, including addressing the potential risks they see for their objectives.

Nominate a Dedicated Champion

What	Ensure you have a dedicated Captain to lead the development, implementation and continuous success of a Security Champions Program.
How	1. A leading a Security Champions program is a full-time job. 2. It is recommended to “nominate” or hire dedicated people that are passionate about this role and have the right skills set to drive it to ensure success. 3. Having this as an “on the side job” takes away from the momentum and dedication needed to launch a successful program.

What	Security Champions are the eyes and ears of the organization and know exactly what their department's security needs are.
How	1. It should be clear to everyone involved what the Security Champions' role is about and what their mandate is. 2. Give your Security Champions the mandate to make decisions on security within the risk appetite of your organization. 3. Measure and showcase the impact that the Security Champions and the program make.

Trust Your Champions

Create a Community

What	A community provides a platform for security champions to share knowledge, experiences, challenges, and best practices with each other.
How	1. Start by defining a clear purpose, goals, and scope of the community. 2. Define how the community will align with the organization's security strategy and objectives. 3. Establish regular communication and collaboration channels for the security champions. 4. Organize periodic events and activities for the security champions to engage with the community. 5. Recognize and reward the security champions for their contributions and achievements. 6. Provide group training opportunities to foster the sense of community

What	Invest in the education of your Security Champions and encourage knowledge sharing within and outside the company.
How	1. Promote a knowledge sharing culture, this is a mindset that values and rewards knowledge sharing. 2. Formal training programs can be rolled out using existing sharing and learning strategies. 3. Informal knowledge sharing via lunch sessions and pizza evenings can also be very valuable.

Promote Knowledge Sharing

Reward Responsibility

What	The principle of “Reward Responsibility” involves establishing a system within an organization to recognize and reward the efforts of Security Champions.
How	1. Recognition Certificate Templates 2. Security Champion of the Month/Quarter/Year 3. Performance Dashboard 4. Personal Development Plan Template 5. Feedback and Endorsement Forms 6. Event Sponsorship Policy 7. Milestone Badges or Pins

What	Invest in the personal growth and development of your Security Champions.
How	1. By formally allocating time for security activities the Security Champions can combine security work with their other responsibilities. 2. Allocate budget for webinars, conferences and training to ensure Security Champions can develop and gain new knowledge. 3. Bonuses and promotion can be an additional incentive for employees to take security seriously and walk that extra mile.

Invest in Your Champions

Anticipate Personnel Changes

What	The increased reliance on technology has made Information security skills essential in many industries, leading to a high demand for information security talent and a lot of job opportunities.
How	1. Have a reasonable ratio of champions. 2. Reward personnel financially for their “additional” skill. 3. Run a continuous training and educations program for security champions. 4. Do not adopt the 1 Champion - 1 team model but group champions based on specialism or type of technology.

Antipatterns to Avoid

Volun-told Champion

Isolated Champion

Enforcer Champion

Hero Champion

Measuring Success

1. Number of Security Champions
2. Participation and Engagement Rate
3. Feedback and Satisfaction Scores
4. Retention Rate of Security Champions
5. Training and Certification Achievements

"Measure what matters!"

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Questions

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The Security Champion Podcast

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