

IT Security Management in Glance



P R E P A R E D B Y :

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How IT Security Management Czech and Slovak Markets look like?

203 IT Security Managers/Experts

44 Companies with IT Security teams

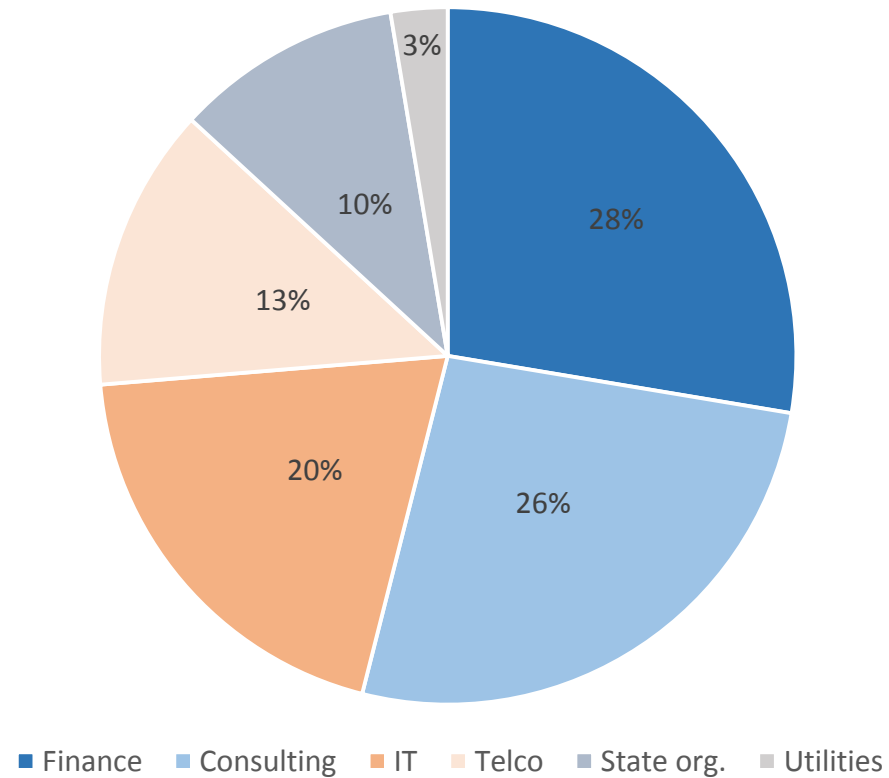
2 global IT Security Centers

Brno as a new IT Security development zone

IF YOU WANT TO KNOW WHAT'S GOING ON

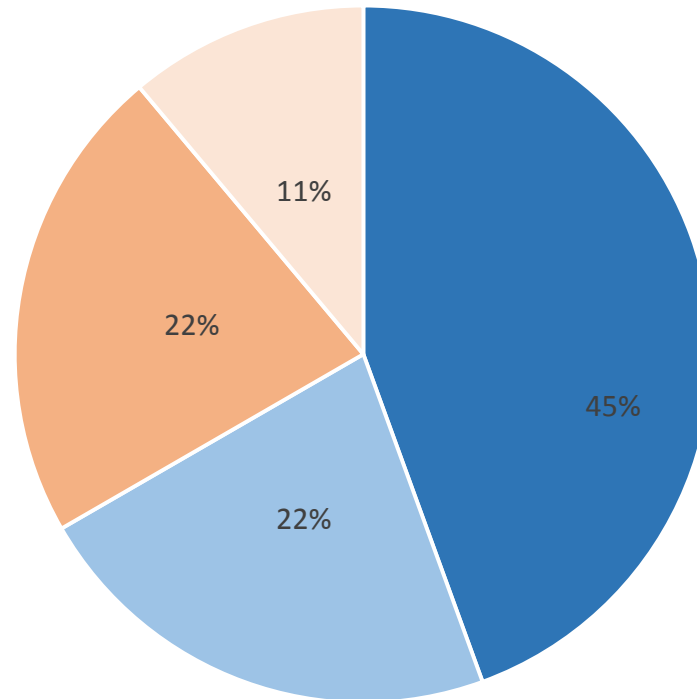
- The most advanced IT security teams are within companies specialized on data processing, followed by banking industry and consulting. Utilities developed broad structure of IT Security mainly in 2016 and 2017. New team is set in most of all banks. Telecommunications divide IT security into in-house, as well as consulting services.
- Insurance providers invested mainly in strong infrastructure, IT security is a part of IT, the same is for a building-saving companies.
- There are 2 global shared service centers focused on IT Security in Prague.
- There are several state owned institutions with solid IT Security teams.
- Due to legislation CZ Security is more demanding than Slovak. As such 85 percent of relevant candidates are centred in the Czech Republic.
- We expect a recent boom of IT Security hires, mainly in Insurance, Consulting, Retail and production companies.
- Fixed Gross Salary starts around CZK 120.000, medium 150.000, maximum 180.000. Global IT Security roles with salary 220-250.000 a month as a base.
- Only 15 % of all IT security professionals screened have the certificate (CISM, CISA, CRISC, CISSP, CRMP, CHFI)

WHERE TO HIRE IT SECURITY



- Over 50 % of IT security managers are hired from Financial Services (primary Banking) or Consulting
- About 40 % of all IT security professionals are promoted from internal IT departments

HOW IS IT SECURITY ORGANIZED

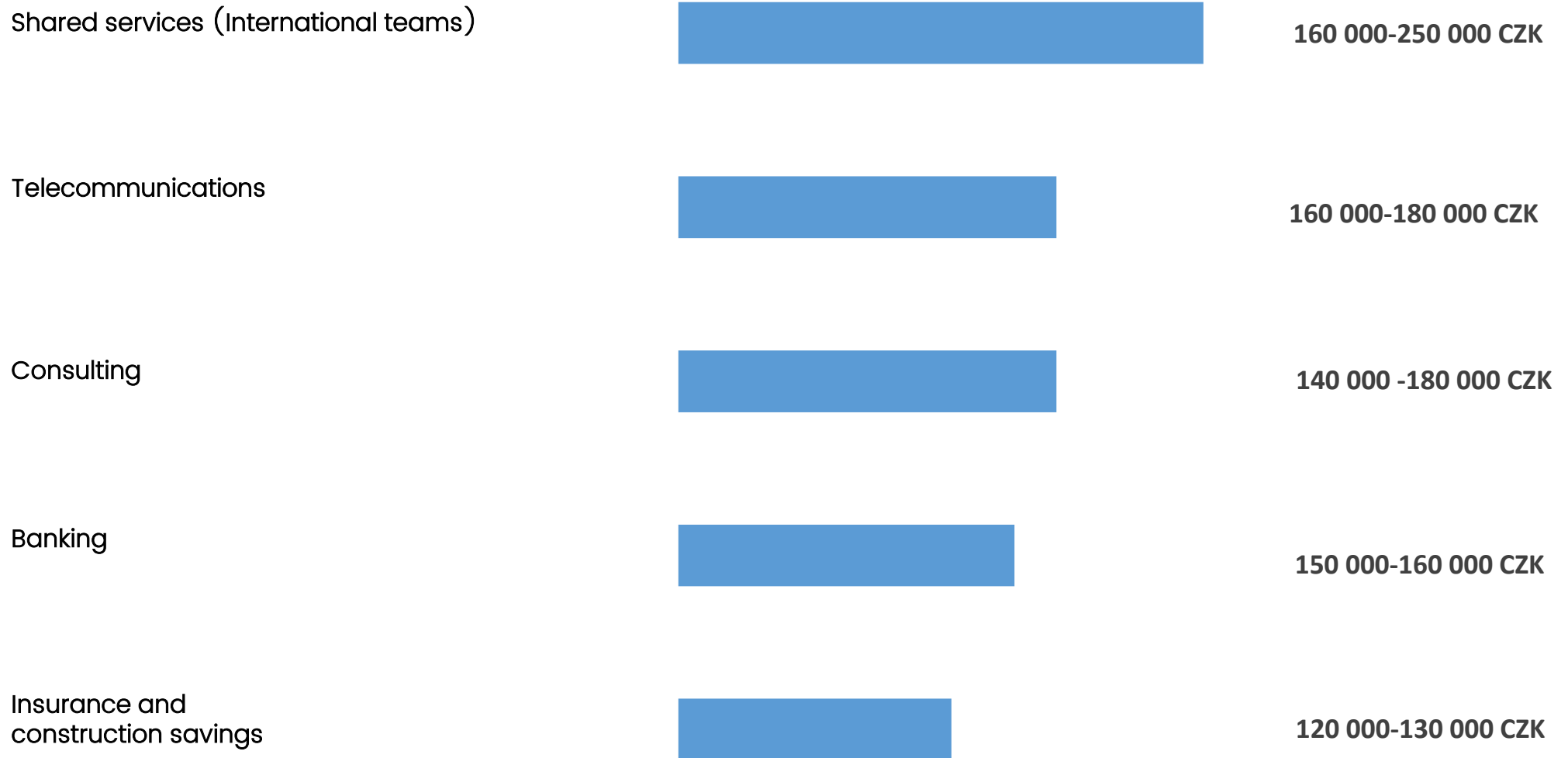


■ Risk ■ Operations ■ CEO ■ Shared centers

- 45 % of IT Security departments are under Risk, 22 % under Operations.
- IT security is divided into Strategy, Operations and IT Security Architecture
- 22% of IT Security reports directly CEO, usually when IT Security is to be set up
- 11% of companies created for IT Security own shared centers, telecommunication companies are using these centers also for external services

HOW TO PAY YOUR IT SECURITY MANAGER

Bonus of 20 / 30 percent, 62 percent of cases include company car



4 KEYS WHICH HELP TO DISTINGUISH YOUR IT SECURITY LEADER FROM THE CROWD

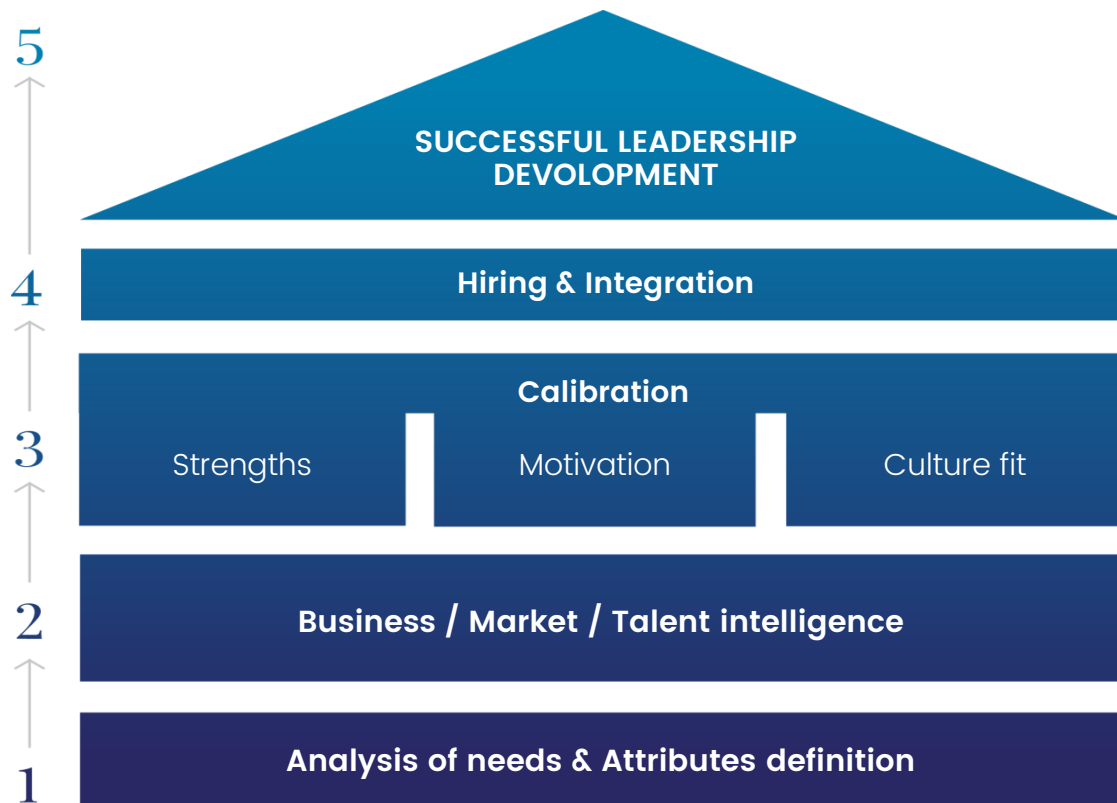
- **Business acumen**
 - Understand business as a complex area, have relevant business or consulting experience
- **Experience within infrastructure department**
 - Have experience with the IT infrastructure setup
- **Understands global trends**
 - Always following the recent development in IT security and defining the new threats
- **Ability to convince top management about the importance of IT Security Investments**
 - Fact and figure based, communicative, detailed and analytical when discussing current cyber needs. Mediator between IT security, Risk, Operations, Sales departments and top management

HOW DID WE COLLECT THE INFORMATION

Summary has been generated from:

- AW IT Security knowhow and placements
- Market analysis in IT Security in the Czech republic and Slovakia
- CEE, European and Czech/Slovak IT Security conferences
- References and recommendations
- Media screening
- Social media mapping

OUR EXECUTIVE SEARCH APPROACH



OUR 5 ADVISORY FUNDAMENTALS

1 ✓

ANALYSIS OF NEEDS AND ATTRIBUTES DEFINITION

Identify and understand client's actual needs in context of current, short term and long term business goals. Definition of candidate's attributes bringing solution to client's needs.

2 ✓

BUSINESS, MARKET AND TALENT INTELLIGENCE

Identifying industries, business segments, companies and positions where required attributes were cultivated.

3 ✓

CALIBRATION

Assessment, calibration and selection of the best fit.

4 ✓

HIRING AND INTEGRATION

Motivation of best candidates for client's success. Integration advisory.

5 ✓

SUCCESSFUL LEADERSHIP DEVELOPMENT

Tailor-made development program to maximize manager's potential.

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Our international expertise is mainly set on cooperation with international management consulting firms to secure in-depth market information. Our Market Insight Team is spread throughout Europe, Asia Pacific's and America.

Anderson Willinger cooperates on free bases with IIC Global Executive Search platform.

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