

BRIDGING THE CYBER SECURITY SKILLS GAP IN FRANCE

The challenges associated with the drought for cyber security talent of course vary from region to region but France is certainly not exempt from this global shortfall. In fact, studies show that employer demand for cyber security skills exceeded candidate supply by almost 3 times over the course of 2016. This demand and supply issue puts an ecosystem of end-user organisations, large and boutique consultancies in direct and fierce competition to attract the talent required to protect themselves or their clients from data loss, disruptions to service and serious reputational damage.

As cyber security moves to the top of the boardroom agenda even large global consultancies are feeling the pain of not being able to scale to meet client demand as resourcing projects with the appropriate skillsets remains challenging. This issue directly impacts the growth rate of a cyber security practice which is why one of the top 4 consultancies in the world decided to partner with Stott and May to create a more predictable pipeline of talent across key roles. In this overview, we will share some of the high-level findings of our assignment.

Hack into the talent supply

We've already mapped out the cyber security talent across the region and are actively engaged with **187** candidates of which **149** are passive.



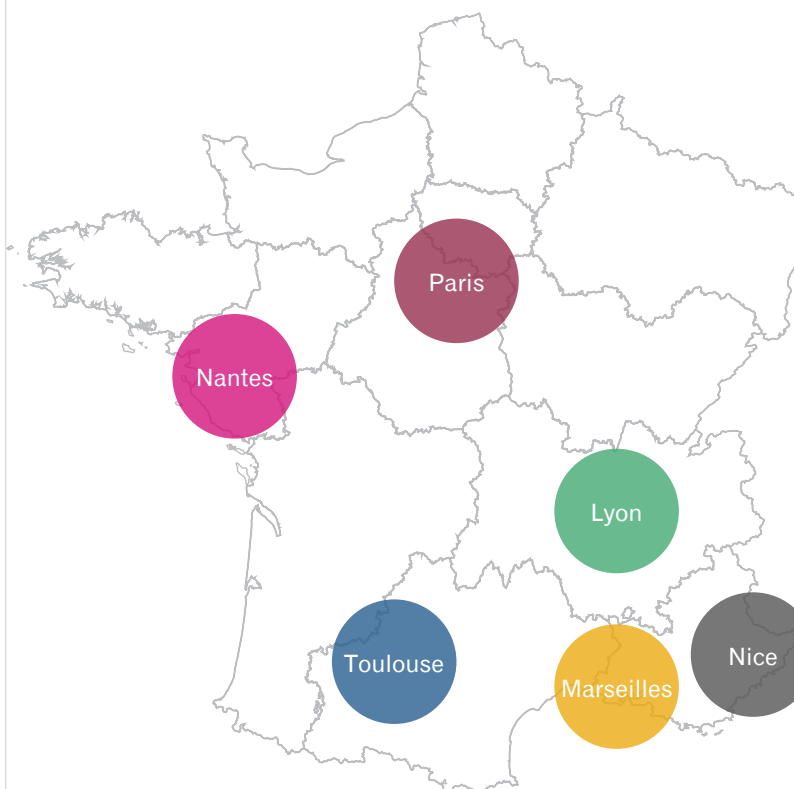
Where we bridging demand and supply

Key roles our consultancy clients in the region are engaging with us on include:

*Difficulty to source rating

Consulting Directors	100%
Security Programme Managers	90%
Cyber Consultants	80%
Penetration Testers (Application/Infra)	70%
SCADA/ICS Security Specialists	60%
Security Architects	50%
Information Security Managers	40%
IAM Consultants/Architects	30%
Security Engineers	20%
Incident Responders	10%
Forensics Analysts	10%
SOC Managers	10%
SOC Analysts	10%
Cloud Specialists	10%

The top talent hotspots across France



Futureproof your cyber security practice

Book a 1-2-1 with us to get all the market intelligence behind this project including salary benchmarking information, competitor analysis alongside a full review of your talent acquisition process.