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# THE NAVIGATOR

## Calling All Women: The Cybersecurity Field Needs You And There's A Million Jobs Waiting (Cyber.com)

Cybersecurity has a gender problem: Only 11% of the world's information security workforce are women, according to the Women's Society of Cyberjutsu (WSC) — a 501(c)3 non-profit passionate about helping and empowering women to succeed in the Cybersecurity field.

The small representation of women in cyber is a big opportunity for them to enter a field with a severe labor shortage. There are one million cybersecurity job openings in 2016. More than 209,000 cybersecurity jobs in the U.S. are unfilled, and postings are up 74% over the past five years, according to a 2015 analysis of numbers from the Bureau of Labor Statistics by Peninsula Press, a project of the Stanford University Journalism Program. Demand for cybersecurity talent is expected to rise to 6 million globally by 2019, with a projected shortfall of 1.5 million, says Michael Brown, CEO at Symantec SYMC -0.43%, the world's largest security software vendor.

WSC states that 50% of professional occupations in the U.S. are held by women, and that 25% of computing occupations in the U.S. are held by women. That leaves tremendous headroom for women to enter the fast-growing cybersecurity market, which is expected to grow from \$75 billion in 2015 to \$170 billion by 2020.

There are numerous programs to help high school girls learn about cybersecurity, gain experience for potential summer internships, and enhance college applications.

The NYU Tandon School of Engineering offers the GenCyber Computer Science for Cyber Security (CS4CS) Summer Program for High School Women. This is a free, three-week, full-day summer program providing an introduction for high school women on the fundamentals of cybersecurity, and computer science. No background or experience in cybersecurity or computer programming is needed in order to apply. NYU's summer cyber program is generously funded by the National Science Foundation and National Security Agency.

For college grads, professionals in other fields, and IT workers interested in crossing over to cyber, there are several organizations and programs devoted to women in cybersecurity:

### **SANS CyberTalent Immersion Academy for Women**

SANS Institute, a leading information security training provider recently announced the SANS CyberTalent Immersion Academy for Women. This accelerated training and certification program offers women a fast track to top jobs in cybersecurity. Qualified candidates complete SANS' intensive world class training and earn GIAC certifications at no charge. Participants that successfully complete the program are guaranteed cybersecurity employment opportunities.

*Continued next page...*

## Client and Consultant Feedback!

### A note from one of our consultants regarding TCM winning the 2015 TechServe Alliance Excellence Award:

"TCM absolutely deserved this honor and recognition. I and my fellow contractors are always saying how much we like working for TCM. You can ALWAYS get a live person to help if you ever need it. Everyone at your organization is very helpful and friendly. We all have said it is the BEST contracting firm any of us have ever worked for."



### Email from a client about a consultant, Aaron Cole:

"This guy is a ROCKSTAR!!!! He has been tremendously helpful with the software deploys from the ECC and it has been a joy attending the B2DEM and a large part of it is because of him. When working with me, he has displayed a 'CAN-DO' attitude that I have enjoyed. He also has shown to me the ability to adapt to changes....as we all know, priorities seem to change at a moment's notice at times. I just wanted to express what a tremendous worker and asset he has been."

**From TCM: Thank you Aaron for all that you do! Great job!**

**From a consultant:** "Thanks to the TCM team for working with me and exposing me to the process of what I consider a top of the line staffing firm. (I have previous experience with two other firms; and by far this has been the "most beneficial, most rewarding, most efficient, most...., fill in the blank.) It may be a while before I attempt to reconnect; but I do plan on reaching back to you and your organization."

**From a consultant:** "My decision to come back to TCM was decided in part by the people there, and how great everyone was to work with. You, Mark Kischko, Kurt Younie, everyone in the HR and payroll departments, and others that I'm sure I've missed, all made the experience the best I've had with any agency in my career. From the initial interview through onboarding, during active assignment and even my departure, I always had my questions answered and resolved quickly and thoroughly. I've always felt valued and appreciated by everyone I've interacted with at TCM, and I wanted you to know that I value and appreciate all of you as well. I'm so excited to be back on board!"



◆ Great news on the medical device industry front! TCM is now entering the fourth year of a strategic SOW-based solution engagement in support of one of the largest global medical device firms in the US. Our teams of deployment specialists and clinical help desk SME resources continue to play a vital role in the deployment and support of our client's software and service offering to their hospital and doctor clients across the country. We've received top performance ratings from our client's valued customers as well as their internal product management and support organizations who now view TCM as a trusted delivery partner. We look forward to building on this success to expand this key client relationship in the future.

◆ TCM is very excited to have been selected by one of the largest national construction companies in the U.S. to deliver both direct hire and contingent-based services. Our new client is expanding its capabilities and services across multiple regions in the western U.S. and TCM is heads down working with our client's talent acquisition team on several key IT and non-IT positions and is thrilled to have this opportunity to deliver value to them in the coming months and years!

◆ TCM is excited to have been selected as an awarded supplier of technical and non-technical direct hire services by the Massachusetts Governor's Office. This award is the culmination of a very competitive bid process and demanding vendor selection criterion. We are very excited to be a critical part of this exclusive team of staffing partners whom will support Governor Baker's office and ensure his organization has the best IT and non-IT talent possible over the next several years.

## Calling All Women... (continued)



### The Women's Society of Cyberjutsu

The Women's Society of Cyberjutsu (WSC) is a 501(c)3 non-profit passionate about helping and empowering women to succeed in the Cybersecurity field. We are a community of women supporting each other through every step of her career journey. Whether you're transitioning to cybersecurity, just entering the field, or are a seasoned vet, our top-notch hands-on technical training and workshops provide the practical skills that translate into real world experience. By joining WSC, not only do you get hands-on training, you get access to a multitude of other resources and programming to enhance your cyber learning experience.

### Women in Cyber Project

The Women in Cybersecurity Project, as part of New America's Cybersecurity Initiative, brings together cybersecurity companies, government, and big thinkers to promote methods to bring women into the cybersecurity field. We believe that without a workforce made up of men and women, cybersecurity companies will not build products that women—half of consumers—will buy and use. That means greater danger for all of us. We strive to put effective solutions to bring women into the field, into action.

### Women in Cyber Security (WiCyS)

The Women in Cyber Security (WiCyS) initiative was launched in 2013 with support from a National Science Foundation grant for a collaborative project between Tennessee Tech, the University of Memphis and Jackson State Community College. Since then, with support from various industry, government and academic partners, WiCyS has become a continuing effort to recruit, retain and advance women in cybersecurity. It brings together women (students, faculty, researchers, professionals) in cybersecurity from academia, research and industry for sharing of knowledge, experience, networking and mentoring.

50% of the world's population and 50% of the **U.S.** population are women. For women reading this post — the cybersecurity field needs you, and they will be lucky to have you!



## 6 Tips for Dealing With the Office Bully (Source: Career Builder)



When you're the target of a bully, you'll need to take steps to deal with this situation while maintaining your poise and professionalism. It'd be great if everyone at the office got along, but that's not reality. One toxic employee, such as an office bully, can bring down workplace morale and hinder productivity. And intimidation is not uncommon: More than a quarter (27 percent) of U.S. adults surveyed by the Workplace Bullying Institute are currently or have been victims of abusive conduct at work, and 21 percent have witnessed it. Furthermore, in 48 percent of the bullying cases, the perpetrator was one or more higher-ranking managers.

There's no quick or easy way to deal with an office bully. Still, when you're the target, you'll need to take steps to deal with this situation while maintaining your poise and professionalism. Here are six suggestions:

### 1. Practice avoidance

Your first course of action should be defensive. Minimize opportunities for conflict by changing your routine to avoid meeting the office bully in the elevator, restroom or hallway. When forced to work together or attend a group meeting, be professional but distant.

### 2. There's strength in numbers

Some workplaces are like the plains of Africa. An office bully preys on the weak loner, so victims should stick together to show strength. Finding allies and others in the same situation can help you bear the situation and even discourage the predator from attacking.

### 3. Speak up

Explain to the office bully how the negative treatment makes you feel, and ask him or her to stop. In the best-case scenario, the perpetrator has not been aware of his or her actions, and a frank and firm confrontation may be the catalyst that causes the bully to reconsider his or her behavior. This strategy works even better if all the victims band together and present a united front.

### 4. Write it down

Document every negative interaction between you and the office bully. Include dates, times, locations and other relevant details. Keep these notes in a safe, private place, and use them if you need to show this pattern of abuse to a manager or the human resources department.

### 5. Escalate the situation wisely

The rank of the office bully will determine to whom you escalate the situation. If it's a peer, then have a one-on-one with your boss. If it's your supervisor, then you should speak with your HR rep.

However, know whom you're up against. Bullies are not always the social misfits portrayed in movies and comic strips. Research published in the *Journal of Managerial Psychology* found that many bullies at work have astute political skills and high job performance and that they "often leverage the fear and intimidation of their behavior to achieve their personal goals and improve their job performance." In other words, if you encounter a bully who is a well-regarded star employee, you may have a more difficult go of it.

### 6. Preserve your mental health

The stress of being bullied day after day can cause real physical symptoms, such as anxiety attacks and heart disease. Your first priority is to take care of yourself. Work trauma is real, and no job is worth risking your health and sanity. In extreme cases, you should remove yourself from the harmful situation: Take time off, and carefully consider your next steps, including a potential job change.

Don't suffer in silence. You can and should do something about the office bully. But while beating a bully at his or her own game is the happy ending of many a Hollywood movie, the best tack in real life is work with your supervisor or HR representative.

## **APRIL SHOWERS, BRING MAY DOLLARS! TCM CONSULTANT REFERRAL BONUS!**



**\$1000 Direct Hire/Permanent Bonus** - You are eligible for our \$1000 Referral Bonus if you are the sponsor of a full-time placement candidate (payment will be issued when the placement has successfully completed the guarantee period and payment of the full net fee has been received).

**\$250-\$500 Temporary Bonus** - You are eligible for our \$250-\$500 Referral Bonus if you are the sponsor of a new TCM consultant (W2 or corp-to-corp). A referral bonus of \$250 will be paid upon completion of the first 320 hours of work by the new consultant, and a second referral bonus of \$250 will be paid upon completion of 640 hours of work.

Our experience has taught us that great candidates often know other great candidates, so be sure to take advantage of our referral bonus program. There is no limit to the number of employees you may refer!

**Please contact your Recruiter or Account Executive for further details.**

**Don't Forget!!** TCM offers a special referral bonus program for the referral of **NEW Client Hiring Managers!** If you provide the name and contact information of a hiring manager that TCM hasn't worked with and TCM places a consultant under that manager, you may be eligible for the Referral Bonus! Bonus prizes range from an iPad Mini, iPad, iPhone 6 or iPhone 6+! Referral Bonus details can be found on our website at:

<http://jobs.itstaffing.com/st/Referrals/THECA002K/560>

## Need to Renew Your US Passport? (source: Washingtonpost.com)



Here's a tip for the millions of Americans who applied for a passport in 2007, the year the U.S. government made travelers carry the blue book or other approved documents for all travel within the Western Hemisphere: Prepare to renew. Need more motivation? September is Passport Awareness Month.

After implementing the Western Hemisphere Travel Initiative, requiring a passport for air travel to and from Canada, Mexico and the Caribbean, the State Department experienced a rush of applications, from 12.1 million in 2006 to 18.6 million the following year. The book is valid for 10 years, and the agency is preparing for an onslaught of renewals from the WHTI Generation.

"We encourage passport applicants to apply for or renew U.S. passports well ahead of planned travel," said Brenda Sprague, deputy assistant secretary for passport services, "as we anticipate longer-than-average wait times for passport processing" starting around the New Year.

To handle the deluge, the department has added more than 550 passport services employees since 2007 and plans to hire more over the next two years. It also opened 10 new passport agencies across the country and may expand call-center hours during the next few years.

Processing time is, on average, four to six weeks. However, during particularly heavy periods, the wait might stretch to 10. The agency is expecting 16 million applications in 2016 and 20 million in 2017. So, put two and two together. . .

To avoid the stress, Sprague says to "renew at once" if you have six months of validity remaining and "consider renewing now" if you have a year left. She also reminds travelers that they can no longer receive page inserts overseas starting January 1, 2016.

"If you are running out of pages even though your book remains valid," she said, "you should also renew."

Mail is the quickest and cheapest route to renewal; you can find all of the forms and requirements on the State Department's (<https://travel.state.gov/content/passports/en/passports/renew.html>). Another helpful tip: September through December is typically slow season. Frequent jet-setters should request a 52-page book so they can avoid any emergency trips to the passport agency.

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