

Cyber Advisory Boards

Cyber talent is at a premium

Cyber risk is arguably the #1 risk facing enterprises today, yet most companies have been caught off guard by a phenomenon that seemingly came out of nowhere. The infamous Target retail breach of 2013 marked the starting point for the majority of the market.

Not surprisingly, the growth in demand for cyber talent has hit a fever pitch, and there is simply not enough talent to satisfy the ever-growing demand. This is especially true when you consider that the role of cyber leader has expanded to include strong business acumen, board-level communication skills and strong influencing skills. It is far from just a techie/tactical role.

Companies searching for chief information security officers (CISOs) often find over-priced and under-qualified candidates. Even when they are willing to play the bubble-market game, they are often left at the altar by candidates receiving never-before-seen counter offers or competitive bids from the countless other searches in play. Companies are now opting for Plan B and seeking step-up candidates or redeploying trusted executives open to a career change into cyber security.

Given this new trend, Caldwell Partners is recommending a cyber advisory board strategy. Through this solution, companies can cost effectively obtain the level of expertise they require and quickly get to industry best practices.

What is a cyber advisory board?

A cyber advisory board will:

Mentor your CISO

- Leadership/executive coaching for C-suite maturity
- Trusted peer-to-peer sounding board

Help develop your cyber strategy and guide your CISO in developing the roadmap

- Tailor philosophy toward your industry/organization
- Risk and control tolerances
- Priorities, sequencing of what comes before what

Educate your board and C-level executives

- Current and future trends - threats, vulnerabilities, control paradigms
- Provide table top “what if” scenarios

Help develop metrics needed for your board to track the progress of your cyber program

- Improve governance
- Risk oversight

Cyber breach response

- Communications and litigation assistance
- Best practices relating to responding to a cyber incident

We recommend 3 advisory board members with term limits of 1-3 years. Each cyber advisory board member will allocate 50 hours (approximately 1 hour per week) and 1-2 in-person meetings per year.

Caldwell Partners has established relationships with more than 100 of the industry’s greatest thought leaders qualified to be strategic cyber advisors to almost any company.

What does it cost?

We recommend bundling cyber advisory boards with all Caldwell Partners CISO searches.

In cases where a company is managing its own search efforts, Caldwell Partners can provide a market overview, candidate evaluations and a 3-person cyber advisory board for a monthly subscription of \$5,000 per advisor. There is an activation fee for advisory boards, based on the size of the board selected.

We will work with you to on-board the best available advisory board candidates and work closely with your company and the advisors to ensure the most successful outcome.

Cyber Advisory Boards

Steering committee

Caldwell has partnered with industry leaders to act as our steering committee:

Marene Allison - *Johnson & Johnson*

Marene is worldwide VP of information security for Johnson & Johnson. Previously, she was a senior security executive at Medco, Avaya and the Great Atlantic & Pacific Tea Company. She served in the US Army as a military police officer and as a special agent in the FBI.

Edward Amoroso - *TAG Cyber*

Edward is CEO of TAG Cyber. He recently retired from AT&T after 31 years of service, beginning in Unix security R&D at Bell Labs and culminating as SVP and chief security officer of AT&T. He holds a BS in physics from Dickinson College and an MS and PhD in computer science from Stevens Institute of Technology; he is also a graduate of the Columbia Business School. He holds 10 patents in the areas of cybersecurity and media technology.

Sara Andrews - *PepsiCo*

Sara is the global CISO for PepsiCo. Previously, she was Verizon's chief network security officer, leading several organizations responsible for the security of all Verizon wireline networks. Prior to that, she was the CISO for Verizon Business, responsible for data security and for ensuring network integrity.

Roland Cloutier - *ADP*

As VP and CSO of ADP, Roland has functional and operational responsibility for cyber, information protection, risk, workforce protection, crisis management and investigative security operations. Previously, he served as VP and CSO of EMC, and has held executive security management roles at consulting and managed security service organizations and has more than nine years of experience in federal law enforcement.

Malcolm Harkins - *Cylance*

Malcolm is the chief security and trust officer at Cylance. Previously he was VP and chief security/privacy officer at Intel Corp, and served as CISO before that. He's a fellow with the Institute for Critical Infrastructure Technology, a non-partisan think-tank providing guidance on cybersecurity to the House, Senate and other federal agencies.

Patrick Heim - *ClearSky*

Patrick is an operating partner and CISO at ClearSky, a VC firm investing in cyber security. Previously, he was head of trust and security at Dropbox. He also served as SVP and chief trust

officer at Salesforce.com. Patrick has also held CISO roles at Kaiser Permanente and McKesson Corporation. In the startup world, he was VP and CTO at eNetSecure (a subsidiary of Applied Signal Technologies / Raytheon). He currently serves as a director for Cylance and Ticto. He also advises a number of startup companies in the security space.

Rich Mason - *Critical Infrastructure*

Rich advises Fortune 500 companies on achieving greater levels of resilience for their products and enterprise. He also advises cyber security startups, providing a practitioner's perspective on the challenges of cyber leadership and effective C-suite partnership. Previously, he served as Honeywell's global VP and chief security officer, and was their first CISO with enterprise cyber security responsibility prior to that.

Tim McKnight - *Thomson Reuters*

Tim is EVP & CISO for Thomson Reuters. Previously, he led the global information security and IT risk strategy for GE. Prior to that, he served as EVP of information security and technology risk for Fidelity Investments. He also served in various IT security leadership roles at Northrop Grumman, BAE Systems and Cisco Systems. Tim began his career at the FBI, where he served as lead investigator for all National Infrastructure Protection Center matters, including high-tech crimes, corporate espionage, foreign counterintelligence and telecommunications fraud.

For more information



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Matt Comyns, is the managing partner of Caldwell's Cyber Security Practice. His focus is on recruiting CISOs and their lieutenants for large global corporations and fast-growing private companies, as well as cyber security consultants for leading professional services firms and top executives for cyber security technology companies.

Matt has been on the ground since hacking and cybercrime started showing up on the radar of major corporations, and has successfully recruited more than 100 high-ranking executives in this burgeoning space.