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Getting Into Pentesting – A Recruiters Perspective

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Penetration Tester & TVM
Recruitment Specialist

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Who Am I?

A specialist recruiter of 2 years focusing on penetration testing market exclusively

Work with 80% of the market in pentesting so have a good unbiased view of most companies hiring practices

Active within the community – Silver Sponsor of Bsides London and Manchester,
Member of the ISSA-Uk London Chapter and exhibitor at InfoSec Europe

....Definitely Not Marcus Hutchins

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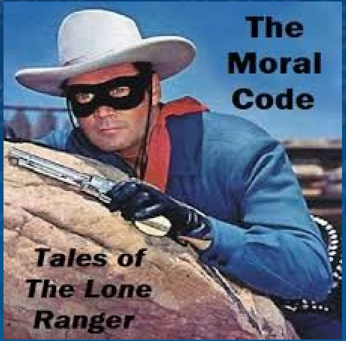
What is Penetration Testing?
Black Hats & White Hats

‘Black Hat’ comes from the cowboy films where the outlaw would wear a black stetson

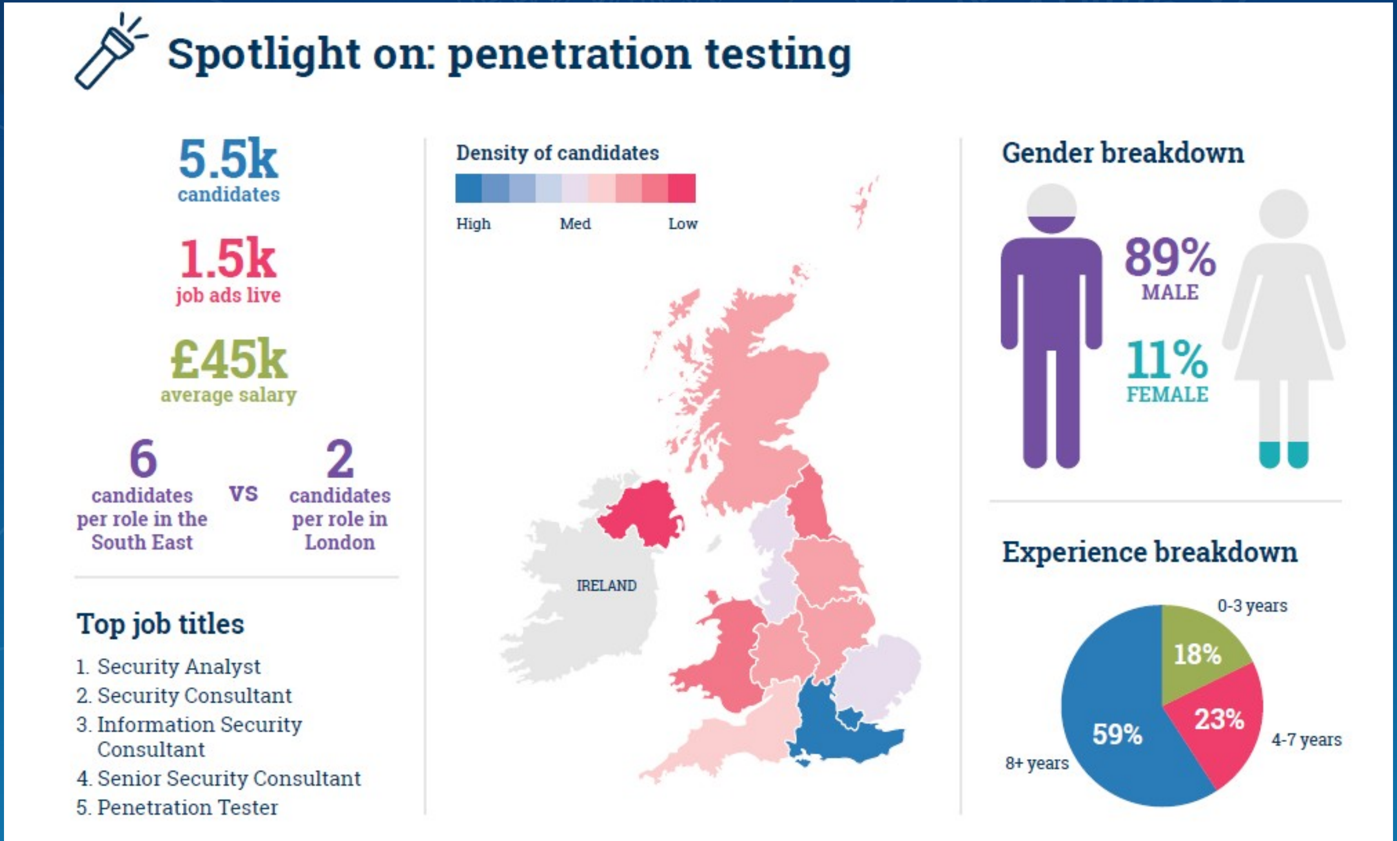
Black Hats (The Bad Guys) These are the rogue hackers you see in movies that maliciously crack systems to try and hold company & customer data to ransom.

Grey Hats - they will illegally hack a companies infrastructure to highlight a vulnerability to the owners. They will often set a deadline for the company to patch this before publishing it online to draw attention so the company is forced to fix. They do this to build a rep and get a job as a White Hat

White Hats (The Good Guys) - Often can be reformed Black Hats but also IT professionals that have participated in corporate run ‘Capture The Flags’ or have qualifications like OSCP. They test a company infrastructure and report on possible vulnerabilities.
They are known also as Ethical Hackers and....Pen Testers.



‘White Hat’ refers to The Lone Ranger and other TV lawmen who would wear a white Stetson.



Spotlight on: penetration testing

5.5k
candidates

1.5k
job ads live

£45k
average salary

6 candidates per role in the South East vs **2** candidates per role in London

Top job titles

1. Security Analyst
2. Security Consultant
3. Information Security Consultant
4. Senior Security Consultant
5. Penetration Tester

Density of candidates

Gender breakdown

Experience breakdown

Trends - What Makes a Good Pen Tester?
Certifications & Experience

CREST®

OFFENSIVE® security OSCP

OFFENSIVE® security OSCE

Cyber Security Challenge UK

TIGERSCHEME
Providing excellence in penetration testing

CHECK
IT Health Check Service

Where To Start?

Networking Events BlackHat, Bsides, DC4420 & LinkedIn

Should I go to Uni?

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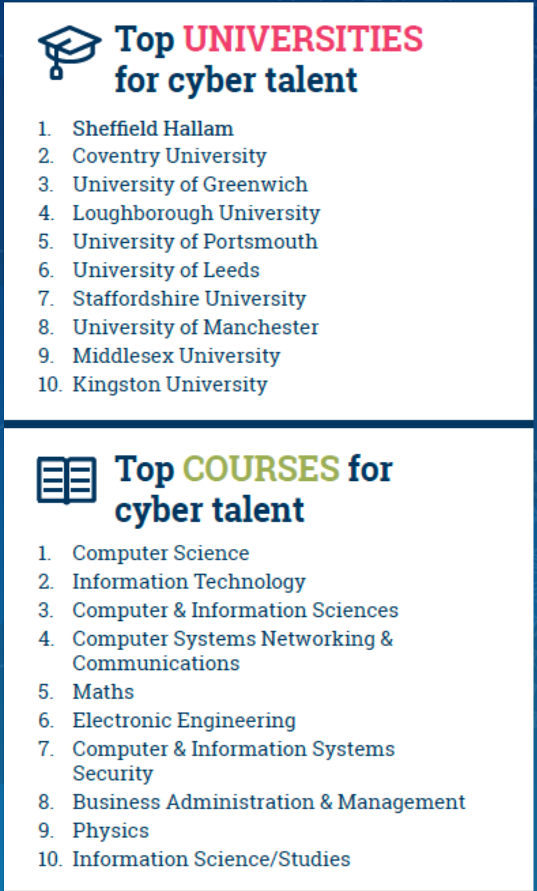
ENUSEC>_
EDINBURGH NAPIER UNIVERSITY
SECURITY SOCIETY



Top UNIVERSITIES for cyber talent

1. Sheffield Hallam
2. Coventry University
3. University of Greenwich
4. Loughborough University
5. University of Portsmouth
6. University of Leeds
7. Staffordshire University
8. University of Manchester
9. Middlesex University
10. Kingston University

Top COURSES for cyber talent

1. Computer Science
2. Information Technology
3. Computer & Information Sciences
4. Computer Systems Networking & Communications
5. Maths
6. Electronic Engineering
7. Computer & Information Systems Security
8. Business Administration & Management
9. Physics
10. Information Science/Studies

BU
Bournemouth
University

Sheffield
Hallam
University

Cyber
Security
Challenge UK

But I’m leaving the Military?

CRUCIAL
Academy

IMMERSIVELABS

TECHVETS

Building on the strengths of veterans

What Do Clients Say?

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Useful Resources

A MUST READ BOOK for decent web application security coverage. I would combine with some decent web application practical exercises as a knowledge building exercise. The authors of this book have paid exercises online, however there is also free stuff like OWASP WebGoat:
https://www.amazon.co.uk/Web-Application-Hackers-Handbook-Exploiting/dp/1118026470

Introduction to network/infrastructure testing, often used for initial CREST theory exam revision, there are two editions worth looking at 2nd and 3rd edition:
https://www.amazon.co.uk/Network-Security-Assessment-Know-Your/dp/0596510306

Windows & Linux Privilege Escalation Fundamentals: **http://www.fuzzysecurity.com/tutorials/16.html**
https://blog.g0tmi1k.com/2011/08/basic-linux-privilege-escalation/ T

This one is for Windows and Linux, comes with free VMs: **https://github.com/sagishahar/lpeworkshop**

Good pentesting book series:
https://www.amazon.com/Hacker-Playbook-Practical-Penetration-Testing/dp/1494932636
https://www.amazon.com/Hacker-Playbook-Practical-Penetration-Testing/dp/1512214566/

Hacking Exposed series:
https://www.amazon.co.uk/s/ref=nb_sb_ss_i_2_7?url=search-alias%3Dstripbooks&field-keywords=hacking+exposed&sprefix=hacking%2Cstripbooks%2C162

How nmap works: **https://nmap.org/book/man.html**

Online hacking challenges, worth trying out, some of these are similar to OSCP quality: **https://www.hackthebox.eu/**
https://www.hackthissite.org/

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Thanks For Listening!
Feel Free to Follow me on linkedin or twitter @JaYR_ARMCyber

Any Questions?