Cybersecurity talent is a rare breed

Organizations that acknowledge that demand for a hard digital skill is high today and employees who are proficient in that hard digital skill


Cybersecurity has the largest demand as well as the largest gap between demand and supply

Percentage of organizations that acknowledge demand for cybersecurity is high in their organization

The demand for cybersecurity is not likely to diminish in the next few years

Cybersecurity Analytics Cloud computing Web development Data science Big data User interface design Master data management Mobile application design and development

Employer: Demand for this digital skill is high in my organization today
Employee: Proficiency level of skill

Where do cybersecurity talent work and what do they prefer?

How to step up the acquisition of cybersecurity talent

How to improve the retention of cybersecurity talent

1. A flexible work-life balance (83%)
2. Open and collaborative physical work space (82%)
3. Flat hierarchy and accessible management (82%)
4. Opportunities to engage with the local community (82%)
5. A clear career development path (81%)

India and the United States have the largest cybersecurity talent pool followed by the United Kingdom

Financial Services has the highest proportion of cybersecurity talent followed by Consumer Products

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2Source: Capgemini Social Media Analysis; January 2018, N=53 cybersecurity organizations, 8,400 employees.