



CHECKLIST:

How to Build a Strong Cyber Security Workforce

Hiring alone won't close the cyber security skills gap. Building capability, governance, and resilience are essential to long-term success. Our checklist outlines the steps that matter most.

1.



Assess Your Skills Baseline



Conduct a full skills gap audit aligned to your threat landscape and regulatory obligations.

2.



Build Internal Talent Pipelines



Create structured pathways for IT staff to transition into security roles.



Fund recognised certifications (e.g., Security+, CISSP, CISM).

3.



Use AI to Extend Team Capacity



Deploy AI-driven tools for threat detection, log analysis, and alert triage to support lean teams.

4.



Establish Executive Accountability



Conduct a full skills gap audit aligned to your threat landscape and regulatory obligations.

5.



Strengthen Technical Foundations

- >>> Enforce MFA across all systems. Implement vulnerability and patch management with defined SLAs.
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- >>> Maintain a real-time asset inventory.
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- >>> Deploy EDR and ensure alerts are reviewed and actioned.

6.



Plan for Compliance

- >>> Map data flows for personal, sensitive, and protected health information.
- >>> Document Technical and Organisational Measures (TOMs) with evidence of testing.
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- >>> Maintain and rehearse an incident response plan aligned to regulatory timelines (72 hours for GDPR; 60 days for HIPAA).
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- >>> Assess third-party and supply chain security.

7.



Build a Culture of Continuous Training

- >>> Deliver mandatory, role-specific security awareness training annually.
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- >>> Run phishing simulations and track improvement.
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- >>> Encourage a no-blame reporting culture.

8.



Strengthen Governance

- >>> Align to a recognised framework (ISO 27001, NIST CSF, Cyber Essentials). Test backups for speed and completeness.
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- >>> Track metrics such as time to detect, time to respond, unpatched critical vulnerabilities, and training completion rates.

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Find out how we can support your plans with work-ready cyber security professionals.



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