



CISO Challenge: Cybersecurity Talent

Mark Leary

VP & CISO, Regeneron

Keynote Presentation

By The Numbers...

77.5K

Open cybersecurity positions in Feb '22

350%

Increase of open positions since 2021

3.2M

Open cybersecurity positions in 2025

60%

Struggle to recruit cybersecurity talent

52%

Struggle to retain cybersecurity staff

67%

Lack of talent introduces risk

76%

Boards recommend more resources

52%

Require a degree for entry level

80%

Skill gap caused a data breach



Key Strategies

Reduce dependence on staff performing transactional tasks by using AI/ML and automation

Supplement retained staff with staff augmentation and managed security services providers

Leverage nontraditional sources of cybersecurity talent

