

maxwellbond

CYBER SECURITY IN 2020

Following their successful event, Maxwell Bond have collated the key learning points from  **GCHQ**

KEY POINTS FROM GCHQ

Cyber Security in 2020

WHY MANCHESTER?

Manchester is a city of mass diversity and technological potential, already attracting a variety of tech-driven businesses to the area. Amongst these, is GCHQ, who have recently opened their new offices in the city centre.

Attracted by the dynamic, evolving, and growing tech environment, GCHQ highlights that Manchester's cultural diversity was also a big pull factor as it exposed them to a large, interestingly disparate talent pool.

As more businesses move into the area, the importance of cyber-security becomes more prominent. This means that GCHQ is likely to grow exponentially over the next few years.

WINNING TALENT

With so many private sector tech companies migrating to Manchester, competition for the top talent is abundant. As a public sector company, GCHQ often can't compete with private sector salaries, and therefore have to win talent by other means.

Focusing instead on flexible working, unconventional education paths, soft skills, an aptitude for learning, and ethics and morals, GCHQ aim to hire an efficient, skilled and diverse workforce. They highlight that diversity and inclusion is a top priority for 2020 recruitment and stress that a varied workforce is essential to a successful team.

It is estimated that a computer science degree becomes redundant only eighteen months after completion. This is due to the fast-paced nature of the technology and cyber industry. Therefore, GCHQ emphasised the importance of not just hiring the person with the most qualifications.

Instead, it is more sustainable to hire people who have a great attitude to learning, and who are passionate enough about cyber to want to continue learning. By investing in, and up-skilling great candidates, you open up the talent pool and broaden your options to include more neuro-diverse job seekers.

LOOKING FORWARD

GCHQ have a huge hand in preventing cyber-crime across the UK, and have played a major part in preventing some of the most deprived crimes.

Whilst they are proud of their achievements to date, they want to achieve so much more, also suggesting that collaborating with behavioural psychologists to tackle crime proactively, could become a key reducer of crime by understanding what leads people to resort to crime, and through early intervention..

Effectively, GCHQ are on track to grow rapidly over the next few years and beyond with a focus on diverse and inclusive recruitment. With an aim to increase their activity and tackle higher volumes of crime, it is likely that GCHQ will remain a prominent part of the Manchester scene for many years to come.

