Employer Talent Guide

Your Search for Cyber Talent Ends Here

Toronto Metropolitan University

ROGERS cybersecure catalyst

Why work with the Catalyst

The Catalyst can help meet your immediate hiring needs and build your talent pipeline — at no cost to you.

As the leading hub for cybersecurity training in Canada, Rogers Cybersecure Catalyst's workforce training programs have been designed through close industry collaboration to ensure that our talent has the technical skills and professional competencies necessary to fill your most important roles.

Our talent pool holds ANSI-accredited, internationally recognized GIAC certifications indicating the highest and most rigorous assurance of cyber security knowledge and skill.

SANS | GIAC CERTIFICATIONS

Contact us to connect with our diverse pool of nation-wide talent, ranging from entry-level to intermediate and specialized cyber talent.

Get access to:
- Job-ready professionals backed by quality training and accredited certifications – our talent consists of mid-career professionals ready for advancement;
- Free candidate-matching to help expedite recruitment processes;
- Opportunities to engage with talent through events.

Contact Aurn
Industry Engagement Specialist

hire.catalyst@torontomu.ca

Roles our talent can fill

Our talent pool has the technical and professional skills needed to hit the ground running. Depending on your organization's needs, we can connect you with talent that specializes in one or more of the following areas:

- Security Operations
- Governance, Risk, and Compliance
- Customer Success and Sales
- Offensive Security
- Digital Forensics and Threat Hunting
- Cloud Security
- Security Automation and Machine Learning

Security Operations

This talent group can conduct investigations, manage security incident response plans, implement disaster recovery measures, oversee security awareness and training initiatives, and engage in security monitoring.

Talent can fill roles like:

- Security Analyst
- Security Operation Center (SOC) Analyst - L1, 2,3
- Incident Response Analyst

Governance, Risk, and Compliance

This talent group understands the risks and impacts of data breaches and strategies for implementing effective security within an organization. They are thoroughly versed in CIS Critical Controls, NIST Cybersecurity Framework, and the MITRE ATT&CK frameworks, as well as the ethical and legal concerns that are associated with security. They can address high-priority security problems within an organization and advise on strategies to reduce risk.

Talent can fill roles like:

- Risk Consultant
- Compliance Analyst

Customer Success and Sales

This talent group is able to identify and address high-priority security problems within an organization and advise on how to adapt defenses based on current threat vectors. They learn how to leverage the strengths and differences among cloud providers and identify visible weaknesses of a system, and strategies to reduce the attack surface.

Talent can fill roles like:

- Cybersecurity Sales
- Cybersecurity Customer Success
- Cybersecurity Advisor

Offensive Security

This talent group is ready to conduct successful penetration testing for a modern enterprise, in both cloud and on-premise systems. They have the skills needed to scan target networks, perform detailed reconnaissance, use privilege escalation techniques to elevate access, crack passwords, and prepare high-quality client reports.

Talent can fill roles like:

- Penetration Tester
- Application Security Analyst/Specialist
- Red Team Operator
- Vulnerability Analyst

Digital Forensics and Threat Hunting

This talent group is equipped with advanced skills to hunt, identify, counter and recover from a wide range of threats within enterprise networks. They can perform compromise and damage assessments, develop threat intelligence to scope a network, counter anti-forensics, and find hidden data.

Talent can fill roles like:

- Security Researcher
- Threat Hunter
- Forensics Analyst/Specialist
- Malware Analyst

Cloud Security

This talent group understands the nuances of the three most popular cloud service providers, and can support a multi-cloud environment. They can launch unhardened services, analyze security configurations, deploy patches, and validate remediation.

Talent can fill roles like:

- Cloud Security Engineer
- Cloud Security Specialist
- Cloud Solutions Architect
- Cloud Sales Engineer

Security Automation and Machine Learning

This talent group uses strong Python coding skills to tweak, customize, or develop security tools and apply them to real-world forensics, and defensive and offensive challenges. This allows them to automate system processes and create practical applied machine-learning solutions to cybersecurity problems.

Talent can fill roles like:

- Security Engineer
- Security Automation Engineer
- Detection Engineer
- Security Data Engineer
- Security Operations Automation Developer

Hire top talent

Our programs are delivered through a strategic partnership between the Catalyst and SANS Institute — a world leader in cybersecurity training and certification. Our talent has:

Globally-recognized SANS GIAC certifications:
- Technical curriculum is updated quarterly, allowing talent to remain current with the latest threat actors and best practices.

Hands-on experience:
- Through Catalyst programming, our talent gain experience in cybersecurity ethics, organizational strategy, regulatory compliance and translating cyber risk to business risk.

Rigorous pre-screening:
- Thorough pre-screening before program admission assesses candidates for communication skills, genuine passion for cybersecurity, and the skills and experience required for success.

Ways your organization can work with us

Post a job
Hiring immediately? We'll share your job posting with our talent network and identify the best candidates. We follow your established recruitment process and allow you to connect directly with our talent.

Request a resume book
If you don't have a job posting ready to share, let us know what qualities you're looking for in candidates and we'll provide a resume book of our available candidates.

Build your pipeline
Collaborate with our team of experts to develop hiring strategies for your organization's short- and long-term needs.

Engage with talent
Host a recruitment event or cyber presentation to promote brand awareness and identify top talent as soon as they hit the market.

Give back
Give back to the cybersecurity ecosystem in Canada by supporting the next generation of professionals through mentorship and speaking opportunities.

Top employers are choosing Catalyst talent

Our talent can be found in some of the top cybersecurity teams in Canada including:

ROGERS.   RBC   CAE   ARCTIC WOLF   CENTENNIAL COLLEGE

CGI   DIFENDA   eSENTIRE   GoSecure

slalom   Sun Life   Digital Boundary Group   ORION   central 1

CYDERES   Microsoft   RSM   Elevate Security

"Catalyst is our preferred hiring partner for top-level cybersecurity candidates."

Rob Watson, Senior Vice-President - Security Services, eSentire

"The Catalyst program is training the next generation of cyber security leaders: ones who complement diversity in thinking with cyber security fundamentals and a strong passion and dedication to defend against cyber threats."

Sundeep Sandhu, Vice-President, Cyber Security, Rogers Communications

Get in touch today

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Toronto Metropolitan University

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