

I am a little surprised that NIST did not take this opportunity to standardize job titles for the information security field. In the course of my 20-year security career, I find that I have the hardest time working with Human Resources to get the right titles and salaries for security teams. Even if you look at the job titles for information security leaders who develop and manage information security programs in different companies and verticals, all performing the same function, the titles include:

- IT Security Manager
- Information Security Manager
- Information Security Director
- Chief Information Security Officer

It is confusing for HR and C-level people, and for information security leadership groups and forums. This document does nothing to help that. In fact, there is an acronym for CIO in Appendix E but none for CISO or CSO, the most common acronyms used in the industry. Chief Information Security Officer is mentioned in Task ID T0914, T0916, and T0917, but not defined anywhere in the document.

The other most common job titles are Security Analyst and Security Engineer. Most HR reps do not realize that security staff needs to have more knowledge and skills than individual network and systems staff. Security staff need to have network + system + security KSA. Common job titles that would be used by the salary services that HR teams use would be very helpful. It has been a long time coming.

It is mentioned in security 4.2 that a mapping of job titles would help organizations use the NICE Framework. In my opinion, NIST should go this one step farther and provide that mapping. It would be of great help to the industry, and would complete the framework.

By the way, this link is not working – brings up Page Not Found.

[4] Reference Spreadsheet for NIST Special Publication 800-181 <https://www.nist.gov/file/372581>

Thanks, Ann

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