



Recruiting and Retaining Staff

Jeff Ford

Chief Technology/Security Officer
State of Indiana
Legislative Services Agency
Office of Technology Services

Certified Information Systems Security Professional (CISSP)
Global Information Assurance Certification (GSEC)

NALIT – Vice Chair



Recruiting and Maintaining Staff

Creating the right environment

- Workspace
- Perks
- Work-life balance



Recruiting and Maintaining Staff

What technologies are you using?

- Opensource
- The right tool for the right job
- What new technologies excite you?



Recruiting and Maintaining Staff

Continued Education

- Online training
- Conferences
- Certifications



Recruiting and Maintaining Staff

Team Building

- Lunch
- Star Wars
- Birthdays



Recruiting and Maintaining Staff

Personal Development

- Development plans
- Structured career path
- Mentoring



Recruiting and Maintaining Staff

Show me the money

- Be as competitive as you can
- Sell your strengths
- Break it down
 - \$65K @ 37.5 hours per week
 - \$34.67 per hour
 - \$80K @ 70 hours per week
 - \$22.86 per hour



Contact Information

Jeff Ford

Chief Technology/Security Officer
State of Indiana
Legislative Services Agency
Office of Technology Services

jeff.ford@iga.in.gov

Twitter: [@jeffridford](https://twitter.com/jeffridford)