



VACANCY ANNOUNCEMENT

Cybersecurity Talent Consultant

Anne Arundel Workforce Development Corporation (AAWDC) is a nationally recognized, innovative workforce development organization that provides high quality workforce development services to drive purposeful change in Anne Arundel County and across Maryland. AAWDC is the bridge between understanding the workforce and talent development needs of local and regional businesses and preparing individuals to meet their full career potential. AAWDC's vision, mission, and core values are at the heart of the way the organization achieves success.

We are seeking a **Cybersecurity Talent Consultant**. This is a full-time position reporting directly to the Director of Maryland Tech Connection (MTC), and CyberWorks Initiatives. The Cybersecurity Industry Consultant (Cybersecurity Consultant) the subject matter expert in understanding the current and future workforce-related needs of the Cybersecurity industry. The Cybersecurity Consultant connects the Cybersecurity industry with workforce in facilitating solutions that improve systemic challenges businesses within the Cybersecurity, and IT, industry face in fulfilling workforce development needs, (i.e. maintaining a skilled and qualified talent pipeline). The Cybersecurity Consultant works closely both with Cybersecurity and IT industry representatives to remain informed and up-to-date on changing labor market issues as well as works with jobseekers by preparing them for employment opportunities in response to industry demand.

The Cybersecurity Consultant plays a consultative role, when needed, for AAWDC Initiatives by understanding industry career pathways and identifying established training options. The Cybersecurity Consultant develops industry-focused work and learn, and employment/hiring strategies for current customers and can be expected to develop customized training options filling unique industry/business needs.

AAWDC Industry Consultants are called-upon to present and share their expertise at local, state and national conferences due to their knowledge of best practices and the implementation of successful strategies.

The Ideal Candidate should have the following:

- Proven success in recruiting, training, workforce development and/or direct work experience in one or more of the industries listed to effectively serve as a liaison between industry and workforce.
- Deep understanding of and ability to effectively research independently industry trends in multiple categories to include employment prospects, career paths, and needed trainings and certifications.
- Superior strategic thinking and analytical problem solving skills. This with the ability to be creative and flexible to achieve results while understanding and adhering to policy.
- Bold and innovative to create and seize opportunities
- Experience with candidate assessment through resume review and interview. This with the ability to target gaps in technical and soft skill SKAs for industry employment and identify needed training.
- Ability to develop effective training plans for workplace learning opportunities.
- Proven success developing creative sourcing channels and strategies for business development
- Proven success with on-ongoing partnerships with others to implement long-term strategies preferably in one or more of the industries listed
- Proven ability to establish high level goals and specific strategies, and be able to gather and analyze data to assess results
- Ability to work well under pressure managing multiple priorities and clients simultaneously
- Strong persuasive presentation and motivational skills to individual and groups to secure and realize commitment
- Superior communication (verbal, nonverbal, written and effective listening)
- Strong organizational skills to ensure work and needed reporting gets done timely

**Education**

BA/BS in business, human resource, industry-specific or related field, or comparable education and years of experience. Coursework/training in project management, marketing, and human services is desirable.

Experience and Knowledge

This position requires a minimum of 3 years of experience providing workforce or business development and/or industry-specific experience. Knowledge of specific industry must be demonstrated. Experience involving grant or publicly funded workforce programs, with a demonstrated commitment to exceptional program outcomes preferred.

Skills and Certifications

Advanced proficiency in Microsoft Office Suite, to include Excel, Outlook, and Power Point, must be verifiable. Proficiency in Microsoft Project is desirable. Exceptional customer focus, relationship building, and communication skills, including active empathetic listening, clear and accurate writing, and persuasive oral communication are required. Ability to problem-solve and create comprehensive, creative solutions necessary. Commitment to outstanding service delivery, teamwork and client outcomes must be verifiable. Membership(s) in professional and/or business organizations and certifications are encouraged.

To Apply: Send cover letter with salary requirements and resume to jobs@aawdc.org. Best consideration by November 30, 2017.

No phone calls or mailed applications will be accepted. Only selected applicants will be contacted.