

**Talent Crisis 2014: Recruiting and Retaining Talent in an
Overheated Market**

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Governance, Risk & Compliance – G24

Session Abstract

Competition for talent in the IT Audit and GRC space has reached a level not seen since the heyday of SOX. Competition in particular for the 3-6 year Senior Auditor/Consultant has reached a fever pitch. Back are the days of multiple offers, counter-offers, sign-on bonuses, and sizeable bumps in compensations that can throw internal salary parity out the window. Meanwhile, departments struggle to meet their plans with short staffed teams and falling morale at the time they can least afford it.

In this session we will cover:

- Avoiding common mistakes that kill candidate interest
- Rethinking needs definition
- Competitive branding
- The keys to an effective and efficient interview process
- Strategies to increase employee retention
- Creative staffing strategies to ease the pain

Target Audience

This session is for anyone who has to deal with the headaches and challenges of recruiting, hiring and managing talent in the IT Audit, Security or GRC space. This will be an interactive session in which we will discuss strategies to ease the pain of those grappling with today's staffing challenges.

Speaker Bio

Todd Weinman is the President and Chief Recruiting Officer of **The Weinman Group**, an executive search firm serving the Audit and GRC (Governance, Risk and Compliance) niche.

Now in his 20th year focusing on this niche, Todd is a trusted advisor to companies in their search for outstanding talent, and to Audit and GRC professionals looking to accelerate their careers.

Todd is a previous winner of the California Association of Personnel Consultants (now CSP) "Consultant of the Year" award as the top recruiter in the State of California. He holds a Bachelor's Degree from U.C. Berkeley, and worked for several years for a Big 5 Public Accounting Firm. Todd is a frequent presenter for ISACA and IIA, MIS Training Institute, and various other organizations.

Over the past decade, Todd has been actively involved in ISACA leadership roles both at the International and Chapter level. He has is a co-founder of the SF ISACA Fall Conference and is a co-Chair. At the international level, Todd is currently a member of ISACA's Professional Standards and Career Management Committee, and he sits on the Certification and Career Management Board.

Todd has written articles and/or been interviewed for a variety of publications, including the Wall Street Journal, Computerworld, CIO.com, and the Huffington Post. His blog can be found at: <http://weinmangroup.com/blog/>

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