



BUILDING A BETTER CYBER TEAM

The cybersecurity industry has a labor problem. In the United States, there are enough cybersecurity workers to fill only 85% of vacant jobs, but that skills gap is only part of the puzzle. In 2025, women accounted for just 24% of the U.S. cybersecurity workforce.

What can organizations do to close the skills gap in cybersecurity? Research shows that to build strong cyber teams, employers and the wider industry need to make cybersecurity a welcoming career for all.

To understand ECS' approach to building better cyber teams, we spoke to a few of the women leading our cyber teams.



A CONVERSATION WITH



BEVERLY GOODWIN

GRC Cyber,
Senior Director, ECS



SYDNEY WILL

GRC Cyber,
Deputy Director, ECS



RAMONA ZILLIGEN

DI&H Cyber/NetOps
Senior Program
Manager, ECS



SIERRA WILBAR

Director, Sustainability and
Social Responsibility, ECS

Tell me about managing the Army Endpoint Security Solution (AESS) project.

ECS' AESS program is a complex ecosystem: a web of people, ever-changing technology, and stakeholders. One thing we advocate for is constant learning. As technology is rapidly changing, so are our customers' expectations. Learning new skills and technology helps keep us one step ahead of our adversaries.



Ramona Zilligen

DI&H Cyber/NetOps Senior Program Manager, ECS

What are some keys to succeeding as a new employee on an ECS cyber team?

Thriving as a new member of an ECS Cyber team begins with confidence, curiosity, and a commitment to your own growth. When you actively invest in both your professional development and your relationships, you gain a deeper understanding of ECS' landscape while building a powerful network of support. Show up, stay curious, and own your growth, your perspective, and your contributions, which always matter at ECS.



Sydney Will

GRC Cyber, Deputy Director, ECS

How do you handle a situation in which you don't agree with the group consensus?

When I don't agree with an outcome, I start by pausing and making sure I fully understand how the decision was reached. I ask thoughtful questions, share my concerns respectfully while focusing on the impact, data, and shared goals rather than personal preference. For me, leadership means balancing conviction with collaboration, speaking up when it matters, staying open to other perspectives, and committing fully once a path forward is set.



Sierra Wilbar

Director, Sustainability and Social Responsibility, ECS

What are the top three habits that you would recommend to someone seeking a leadership role?

1

Lead by example

Be willing to follow the same rules and practices you expect from your team. This fosters trust and establishes clear expectations. By embodying the values you want to see, you earn respect and promote accountability. A dedicated leader who focuses on goals and outcomes sets a strong example, whether in the workplace, community, or at home. Leading by example builds trust, teamwork, and progress. The best leaders genuinely reflect the qualities they wish to inspire in others.

2

Communicate vision and goals clearly

Leading a team can be challenging, especially when team members feel disconnected from the overall vision and purpose of their work. To help them understand the bigger picture, it is important to explain the significance of the team's work clearly. Make sure your vision and goals are straightforward and easy to understand. When team members comprehend the "why" behind their tasks, they are more motivated to take action.

3

Stay calm under pressure

Challenges arise daily, and our response is crucial. Women often feel pressured to be perfect but letting go of this expectation allows us to focus on what matters, especially in stress-filled situations. When facing challenges, respond rather than react. Take a deep breath, seek to understand the problem, and guide your team towards effective solutions.



Beverly Goodwin

GRC Cyber, Senior Director, ECS

From the boardroom to the battlefield, ECS empowers your mission, amplifies your impact, and drives lasting results with frontier technology solutions. Our highly skilled teams bring the best of innovation to urgent mission needs across the U.S. public sector, defense and intel, and commercial industries, with a focus on efficiency and impact. ECS maintains partnerships with leading AI, cloud, and cybersecurity technology providers and holds specialized certifications in their technologies.