

Your first 90 days

For after the offer. What to have done by the end of the first three months, and a reflection page for your development record. Tick as you go; the target dates matter more than the order.

THE FIRST NINETY DAYS

- ☐ Read all team policies, standards, and process documentation — done when: Summary notes produced for key documents
- ☐ Understand the current threat landscape and team priorities — done when: Can describe the top three team priorities without prompting
- ☐ Identify key stakeholders outside the team — done when: Stakeholder map drafted with names, roles, and relationships
- ☐ Meet key contacts in IT operations and relevant business units — done when: At least five cross-functional relationships established
- ☐ Understand how security decisions are made and risk is accepted — done when: Can describe the governance process and key decision-makers
- ☐ Complete organisation-specific onboarding and access setup — done when: All systems access in place; compliance training complete
- ☐ Take ownership of first specific work task or project — done when: Deliverable completed, reviewed, and submitted
- ☐ Produce first written output (report, risk assessment, or briefing) — done when: Document reviewed by manager before circulation
- ☐ Attend and actively contribute to team meetings and governance processes — done when: Have spoken in at least one meeting with something substantive
- ☐ Complete security-tool-specific training for team's primary toolset — done when: Proficient in the team's core tools without assistance
- ☐ Build working relationship with IT operations team — done when: Have had at least two substantive conversations with IT ops contacts
- ☐ Identify one quick-win contribution aligned to team priorities — done when: Quick win identified, proposed to manager, and in progress
- ☐ Book 30-60-90 day review meeting with manager — done when: Meeting scheduled; prepared discussion points
- ☐ Operating independently on primary day-to-day responsibilities — done when: Completing core work without requiring guidance on routine tasks
- ☐ Established working relationships with all key stakeholders — done when: Can describe each stakeholder's priorities and communication preferences
- ☐ Clear view of the team's security roadmap and my contribution to it — done when: Can articulate the next six months of team priorities unprompted

90-DAY REFLECTION

How has my understanding of the role changed since I started?

What are the two or three skills I most need to develop in the next six months?

What does success look like for me at the twelve-month mark?

What would I tell someone starting this role after me?

From The Honest Guide to Breaking Into UK Cybersecurity.