The 2025 Cybersecurity Career-Switch Blueprint:

How to Land a Six-Figure Governance, Risk & Compliance (GRC) Role in 90 Days.

Read time: 11 minutes

Why read: If you're looking to change careers, to get a cybersecurity GRC job without returning to school, read this, then schedule your free Game plan call here.

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Cybersecurity has long looked like an exclusive hacker's playground. It isn't. In this guide you'll see why.

A note from the Authors:

"In a time of confusion, layoffs and job uncertainty, it is our responsibility to guide hard working job seekers to the areas where you can invest your time & energy, with the highest return.

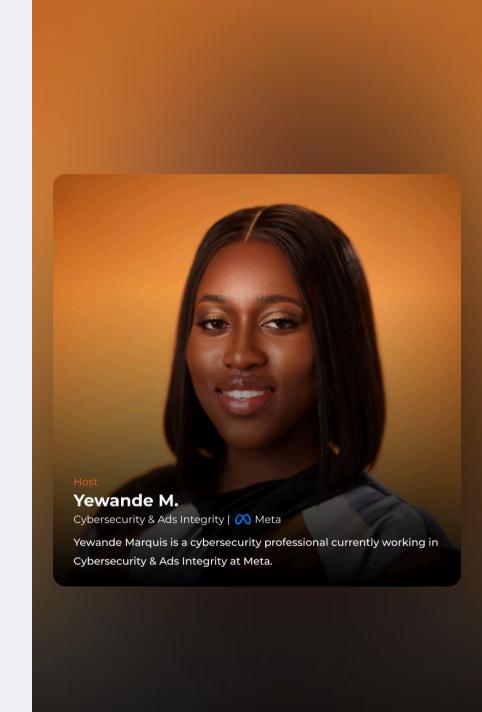
Cybersecurity is one of those areas.

Specifically, for non-technical people, there is a mostly unknown opportunity called Cybersecurity **GRC - Governance Risk & Compliance**, where people strong in skills like communication, analysis and documentation can thrive.

Think of GRC as the 'Operations manager' of security - writing the policies, assessing risks, proving compliance.

If you're serious about building an in-demand remote, AI proof, and high income career, **take action** after you read this guide."

- Dr Yewande Marquis Senior Program Manager, Cybersecurity and Ads Integrity at Meta.
- Mo' Ekujumi PMP Founder, CEO at SkillHat.



1. Why Cybersecurity GRC Is A Safe Six-Figure Bet in the Al Era



A. Skills shortage:

Businesses are desperate for governance-minded professionals who can keep them compliant and safe.

- There were 514,000
 cybersecurity roles posted in the
 USA last year up 12 % from the
 previous year (CyberSeek).
- Since 2024, the cyber skills gap has increased by 8%, with two out of three organizations reporting a lack of essential talent and skills to meet their security requirements

(World Economic Forum).



B. Al Adoption:

Al is fueling Cybersecurity jobs demand, not killing jobs, because every new model widens the compliance gap.

75% of Businesses across the world plan to implement AI technologies (McKinsey).

Their biggest limiting factor isn't budget - it's data protection, privacy and Business security. This is where they need help, to vet vendors and train team members.



C. High income:

The salary band for GRC analysts is USD \$118K – \$180K.

That's on par with senior software engineers, without the decade of coding.



Contrast this with other non-technical high income roles like **Project Management, Business Analysis or Finance**, the data points to a much higher skills shortage in Cybersecurity.

But, why is there a skills shortage?

Most people (even tech professionals) do not understand the frameworks, security controls, and regulations that companies need to abide by.

Next Step: Become the expert. Book a free call with a Cybersecurity GRC mentor from SkillHat to help you stay accountable as you learn these skills, to land a GRC role.

Become The Expert

2. So what exactly is GRC in Plain English?

Governance:

Setting the rules so tech decisions align with business goals.

Risk:

Spotting threats & deciding what's worth fixing first.

Compliance:

Proving to regulators & customers that you play by the rules.

If you've ever created Project plans, monthly reports, back-up plans, managed vendors, or reported KPIs, you already speak GRC.

3. Five Myths That Keep Talented Pros Stuck

Myth	Reality
"You have to start from the bottom in help-desk to break into cybersecurity."	Your experience in admin, or project work can launch you straight into six-figure analyst roles, with no coding or entry-level grind required
"You need to code."	GRC leverages policy creation & risk analysis — not programming.
"I must collect endless certs first."	Experience + storytelling > Certification.
"Going back to college is mandatory."	Focused bootcamps get you job- ready in 90 days.
"I'm too busy with work & family."	The 7-hour/week game plan fits any schedule.



4. Job Descriptions & Transferable Skills Checklist

Transferable skills for GRC include:



Process mapping & SOP creation



Stakeholder communication / Teaching



Policy writing



Project coordination



Risk assessment & reporting



Audit preparation



Data analysis & Excel/Sheets proficiency

If you already have these skills, take advantage of this opportunity to land a GRC role now while it's still hot.



Sample Job Descriptions

Cybersecurity Compliance Analyst - Origami Risk (Remote)

Salary Range: \$97,632 - \$122,040 per year Job Search | Indeed *2

Job Description:

Origami Risk is looking for a Compliance Analyst to support its Governance, Risk, and Compliance program. Responsibilities include:

- Conducting compliance audits and assessments
- Developing and updating compliance policies and procedures
- Training staff on compliance-related issues
- Monitoring regulatory changes and advising on necessary adjustments

Qualifications:

- Bachelor's degree in a related field
- Experience in compliance, risk management, or a related area
- Strong analytical and communication skills

Apply Here: Origami Risk Compliance Analyst Job Posting

GRC Officer - JupiterOne (Remote)

Salary Range: \$115,000 - \$145,000 per year

Job Description:

JupiterOne is seeking a GRC Officer to support its information security governance, risk, and compliance initiatives. The role involves:

- Conducting risk assessments and compliance audits
- Developing and maintaining security policies and procedures
- Collaborating with various departments to ensure compliance with industry standards
- Utilizing GRC tools to monitor and report on compliance status

Qualifications:

- Bachelor's degree in Information Security,
 Computer Science, or related field
- Experience with GRC frameworks such as NIST, ISO 27001, or SOC 2
- Proficiency in using GRC tools and platforms

Apply Here: JupiterOne GRC Officer Job Posting

If the job descriptions above excite you, book a call to get coaching & job placement services to tap in!

5. How to Land a 6-Figure GRC Job

You'll need to plug 4 gaps to make this switch.

The Four-Gap Career Switch™ Framework:

1

Skills

Master core Cybersecurity GRC tools & frameworks.

Experience

2

Take on Projects at your current workplace, or intern for Startups, MSSPs

(SkillHat can help place you, as early as 2 weeks from now)

3

Marketability

Craft a magnetic résumé, Linked-in profile & crush interviews when they come.

4

Network

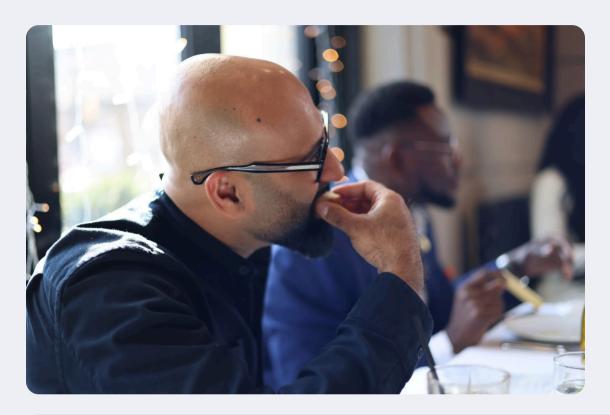
Plug into mentors, alumni & hidden job channels.

The first place to conquer is the skills, so let's deep dive into that...

6. Skill Requirements

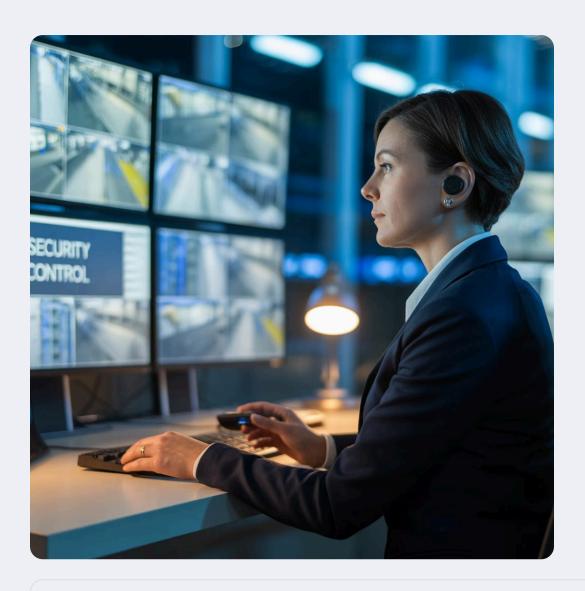
Employers are seeking skills across 5 dimensions: Soft, Hard, Certifications, Tools, & Frameworks

Soft skills (your day-to-day superpowers)



Skill	Why it matters in GRC
Clear writing	Policies, risk reports, and audit evidence must be crystal-clear for execs and regulators.
Stakeholder communication	You'll brief engineers, lawyers, and the board, each in their own language.
Analytical thinking	Turning raw findings into risk ratings and "so-what" business impact.
Negotiation & diplomacy	Balancing security requirements with business deadlines and budgets.
Project & change management	Rolling out new controls or a company-wide compliance program.
Attention to detail	Tiny gaps in wording or evidence can cost millions in fines.
Coaching mindset	Guiding colleagues who've never touched a control framework before.

Hard skills (what you'll actually do)



Domain	Core tasks to learn
Risk assessment	Identify assets → threat modeling → likelihood/impact scoring → risk register upkeep.
Control mapping	Align business controls to ISO 27001, SOC 2, or NIST CSF requirements.
Policy design & maintenance	Draft, review, and version-control security policies and SOPs.
Audit prep & evidence gathering	Collect logs, screenshots, ticket IDs, and attestations for external assessors.
Third-party/vendor risk	Conduct due-diligence questionnaires, track remediation.
Regulatory research	Translate policies like GDPR, HIPAA, SOX, PCI DSS, etc., into plain- English obligations relevant to your employer.
Metrics & reporting	Build dashboards (Excel) for risk trends and compliance posture.

Tools you'll meet on the job

Category	Examples to explore
GRC platforms	ServiceNow IRM/GRC, Archer, OneTrust, LogicGate, Secureframe.
Risk & control libraries	MITRE ATT&CK, CIS Controls, NIST SP 800-53 catalogs
Workflow & evidence	Jira (tickets), Confluence (policy wikis), SharePoint, Google Workspace
Reporting	Excel/Sheets, Power BI, Tableau for KRIs/KPIs dashboards
Awareness & training	KnowBe4, Curricula for phishing and compliance training metrics

Certifications (pick 1-2 to validate you)

Level	Good choices
Entry / bridge	CompTIA Security+, ISACA ITCA, (ISC2) CC (Certified in Cybersecurity)
GRC-focused	(ISC) ² CGRC (formerly CAP), ISACA CRISC, CISA, CISM
Regulatory niche	PCI DSS ISA, GDPR Data Protection Officer certs, ISO 27001 LI

Tip: Employers care more about how you apply a framework than how many letters you stack, so ensure you get practical experience as you get certified.

Processes & frameworks to master



Layer	Framework / Standard
Strategic	NIST Cybersecurity Framework (CSF), ISO/IEC 27001 ISMS
Risk methodology	FAIR (quantitative), OCTAVE Allegro, NIST SP 800-30
IT Governance	COBIT 2019, COSO Internal Control Integrated Framework

7. How to turn this list into a 90-day action plan



1 Step 1
Inventory what you already do (policy writing? Excel dashboards?) and mark them as "green."

2 Step 2

Take a Live Bootcamp course: SkillHat's 3 month Cybersecurity GRC Bootcamp is an excellent start - taught by real world Cybersecurity C-level executives

3 Step 3

Pick one certification track that aligns with job ads in your region.

4 Step 4

Shadow or intern on a live compliance project (Have SkillHat recruiters place you in an internship or volunteer on an internal project).

5 Step 5

Document everything you learn in a portfolio: risks logged, controls mapped, policy excerpts.

6 — Step 6

months from today.

Network weekly attend local ISACA or (ISC)² chapter events and post about your progress on LinkedIn.

Do this consistently and you'll be speaking the language of CISOs, and interviewing at six-figure rates, within 3 - 6

Ready to land a GRC role? Book an Admissions call with SkillHat.

8. Student Spotlight: Hear from Real-World Members of the SkillHat network

Spotlight: Melody Tran



Currently: IT Specialist (Cybersecurity) at *Activate Games* (global arcade chain).

Transition story: Accountant - Transitioned to a Cybersecurity GRC Analyst.

Frustration: "Stable but zero passion, I never woke up excited for spreadsheets."

The Pivot: Discovered the Cybersecurity GRC track while working in help-desk. Was hired by SkillHat instructor Eddie T. Honed risk-register management and C-suite presentation skills.

Day-to-day highlights

- Maintains live Risk Register and drives remediation projects.
- Drafts data-privacy policies for new markets.
- Presents quarterly "threat trends" deck to the CEO & board.
- Owns company-wide security-awareness training.

Transferable skills she used: Documentation | Stakeholder comms | Process mapping.

"I don't code at all. I use my soft skills and clear documentation keep the business safe."

Watch her full interview here, at 1hr 20mins

9. Your 90-Day Quickstart Roadmap

Timeline	Focus
Week 1-2	Onboard, clarify goals, build your study calendar (2 hrs/week).
Week 3-6	Live GRC classes + hands-on labs (5 hrs/week).
Week 7-14	Managed internship & weekly coaching (7 hrs/week).
Week 15-18	Résumé revamp, mock interviews, LinkedIn positioning.
Week 19-20	Job applications & interview sprints with mentor support.

10. Ready to Make the Switch?



At SkillHat, we don't just train you, we stay with you until you land the job.

Our **Cybersecurity GRC program** is designed to get you hired, fast:

- Learn directly from C-level Cybersecurity executives in our live online bootcamp.
- Get placed in a real internship with a tech startup to build hands-on experience.
- Receive 1-on-1 coaching to craft your résumé, prep for interviews, and grow your confidence.

That's how our alumni, just like those in the photo above, went from non-technical backgrounds to full-time six-figure roles in less than 6 months.

Ready to make the switch?

Book a **free 30-minute Career Gameplan Call** and let us show you exactly how to break into GRC—even if you're starting from zero.

Schedule Your Call Now

Description Love-It-or-Leave-It Guarantee: If you're not satisfied, we'll refund you 100%.