

STARTER TOOLKIT

Non-Coding Cybersecurity Starter Toolkit

A five-step guide to help career changers, recent graduates, and certified professionals find direction, understand the market, and begin building proof for non-coding cybersecurity roles.

- Step 1** Choose One Role to Focus On
- Step 2** Pay, Employers, and Remote Reality
- Step 3** How Your Background Connects
- Step 4** AI and GRC
- Step 5** Your Roadmap
 - What To Do Today
 - Your Free Resources & Links

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BEFORE YOU BEGIN

A Note From Your Mentor

I have helped hundreds of career changers, recent graduates, and certified professionals find their way into non-coding cybersecurity. The ones who succeed do not start with the most certifications or the most technical backgrounds. They start with clarity, consistency, and a willingness to build proof one step at a time.

This toolkit is the same starting point I give to every person I mentor. It works if you work through it honestly.

What Is GRC?

GRC stands for Governance, Risk, and Compliance. It is the part of cybersecurity focused on how organizations manage risk, follow regulations, document decisions, and prove they are doing what they say they are doing.

GRC professionals help organizations answer questions like:

- What are our biggest risks, and how are we managing them?
- Are we following the rules and regulations that apply to us?
- Can we prove it if someone asks?
- What happens when something goes wrong, and how do we respond?

This is not coding. This is thinking clearly, writing well, organizing evidence, understanding business impact, and communicating risk to people who make decisions.

Roles That Live Inside GRC

GRC Analyst, Compliance Analyst, IT Auditor, Risk Analyst, Third-Party Risk Analyst, Security Awareness Analyst, and Privacy Analyst.

These roles exist in healthcare, banking, government, consulting, SaaS, energy, insurance, and nearly every regulated industry.

The Skills I Have Seen Lead to Success

After mentoring people through this transition, these are the patterns I see in those who make it:

- 1. Clear writing** — They can explain a risk, a finding, or a recommendation in plain language.
- 2. Organization** — They can track details, manage documents, and follow through without being reminded.
- 3. Critical thinking** — They ask good questions and do not accept surface-level answers.
- 4. Business awareness** — They understand that cybersecurity exists to protect the business, not just the technology.
- 5. Consistency** — They show up week after week, even when progress feels slow.
- 6. Willingness to build proof** — They do not wait to be perfect. They start creating work samples early.
- 7. Communication** — They can explain what they did, why it matters, and what they would do next.

You do not need all of these today. But these are what you are building toward.

How to Use This Toolkit

Work through the five steps in order. Each one builds on the one before it. Write your answers directly in the toolkit — your responses will guide your next steps.

This is not a course. It is a starting point. It gives you the direction and clarity you need before you begin building portfolio proof.

When you are ready to start building, the GRC Portfolio Builder Career Track™ is your next step.

STEP 1 OF 5

Choose One Role to Focus On

Use your Cyber Role Finder results to choose one clear starting direction for the next 90 days.

You do not need to pick the perfect role today. You need one role to focus on first. A clear target will help you know what to study, what to build, how to explain your background, and what kind of proof to create.

How to Use This Toolkit

Work through the five steps in order.

- Step 1:** Choose one role to focus on.
- Step 2:** Understand the market for that role.
- Step 3:** Connect your background to the work.
- Step 4:** Create a simple 90-day plan.
- Step 5:** See how AI is expanding GRC opportunities.

Start with Step 1. Write your answers. Then use your focus role as the guide for the rest of the toolkit.

Your Cyber Role Finder Results

Your Cyber Role Finder gave you two possible starting points.

Best Match:

Strong Second Match:

Compare Your Two Role Matches

Before choosing your focus role, answer these three questions.

1. Which role sounds more like work I would enjoy, and why?

2. Which role connects more naturally to my background, and why?

3. Which role would I be willing to study and build proof for over the next 90 days, and why?

Choose Your Focus Role

For the next 90 days, I will focus on:

I am choosing this role because:

One thing I still need to understand about this role is:

Identify Your Starting Proof Gap

A role match gives you direction. But employers also want to see that you can think, write, organize information, and explain cybersecurity work.

Check the statement that best describes you right now:

- I know my role, but I do not know what proof to build.
- I have related experience, but I do not know how to explain it.
- I have taken courses or certifications, but I do not have work samples.
- I know I need a portfolio, but I do not know where to start.
- I am still unsure which role to focus on.

My biggest gap right now is:

This Week's Action

One action I will take this week is:

Key Reminder

You do not need to figure out your entire cybersecurity career today. You need one starting direction.

Once you choose your focus role, the next step is to understand the market, connect your background, and begin building the kind of proof hiring managers want to see.

One clear direction is better than ten vague ideas.

Iron sharpens iron.

STEP 2 OF 5

Pay, Employers, and Remote Reality

Understand the market for the role you chose in Step 1.

Salary and Remote Snapshot

Estimated entry-level pay, 0–3 years. Use as starting points, not guarantees.

ROLE	US (USD)	CANADA (CAD)	UK (GBP)	REMOTE?
GRC Analyst	\$60K–\$85K	C\$55K–C\$75K	£32K–£45K	Very High
IT Auditor (Junior)	\$65K–\$90K	C\$60K–C\$80K	£35K–£50K	Very High
Compliance Analyst	\$55K–\$80K	C\$55K–C\$72K	£30K–£42K	Very High
Risk Analyst	\$65K–\$90K	C\$60K–C\$80K	£35K–£48K	High
Privacy Analyst	\$62K–\$90K	C\$60K–C\$78K	£35K–£48K	High
Security Awareness Analyst	\$55K–\$80K	C\$55K–C\$72K	£32K–£45K	High
Third-Party Risk Analyst	\$60K–\$88K	C\$58K–C\$78K	£33K–£47K	Very High

Top end reflects candidates with a relevant certification, some related experience, or roles in high-cost cities. Bottom end is a true entry-level start.

Who Hires for These Roles

These roles appear in regulated or risk-sensitive organizations, including:

- Healthcare
- Banking and financial services
- Government and public sector
- Technology and SaaS
- Consulting and audit firms
- Critical infrastructure and energy
- Startups and growing companies
- Nonprofits and community organizations

What the Work Can Look Like

A typical GRC week may include reviewing audit evidence, updating a risk tracker, collecting screenshots, reviewing policies, joining vendor risk meetings, documenting fixes, and writing summaries for leadership.

This is cybersecurity work, but it is focused on risk, controls, evidence, documentation, audits, communication, and business judgment.

Remote and Hybrid Reality

Many non-coding cybersecurity roles offer remote or hybrid options. Most beginners should stay open to hybrid, local, internal transfer, contract, or project-based opportunities while building experience. Fully remote roles usually become easier after one to two years of solid experience.

Where to Start Looking

Search your focus role on LinkedIn, Indeed, CyberSN, Dice, and ClearanceJobs if relevant.

My most realistic starting option is:

- Remote
- Hybrid
- Local / on-site
- Internal transfer
- Contract
- Volunteer or project-based experience

Your Next Step

Continue to Step 3: How Your Background Connects.

Now that you understand the market, the next step is to see how your past experience may already connect to this work.

The market is real. The next step is understanding where your background connects.

Iron sharpens iron.

Salary and remote estimates vary by location, employer, experience, certification, and related background. Sources: Robert Half, ZipRecruiter, Glassdoor, PayScale, Salary.com, ERI SalaryExpert, ISC2 Workforce Study, CyberSeek, and public employer job listings.

STEP 3 OF 5

How Your Background Connects

Your background may already connect to non-coding cybersecurity. The key is learning how to translate what you have done into GRC language.

The Translation Formula

Old task → **GRC skill** → **Cybersecurity value**

Example:

"I tracked vendor paperwork" → Evidence management → "I can organize records and prepare for reviews."

The Translation Map

WHAT YOU DID	WHAT IT CONNECTS TO IN GRC	THE ROLE IT FITS
Followed nursing triage protocols under pressure	Structured escalation, severity assessment, documentation	GRC Analyst, Compliance Analyst
Tested financial controls for SOX or internal audit	Evidence gathering, controls testing, writing findings	IT Auditor, GRC Analyst
Designed employee training programs or curriculum	Building structured learning for varied audiences	Security Awareness Analyst
Managed vendor contracts, SLAs, or outside partners	Tracking vendor performance and following up on issues	Third-Party Risk Analyst
Led project teams across departments	Tracking dependencies, managing people, reporting	GRC Analyst, Risk Analyst
Processed IT help desk tickets or access requests	Handling account access, enforcing policies, documentation	GRC Analyst, IT Auditor

Your Turn

Choose one real task you have done. Then translate it using the formula.

What I Did Before:

What It May Connect To in GRC:

How I Could Explain It:

The experience I most want a hiring manager to understand is:

Your Next Step

Continue to Step 4: AI and GRC.

Now that you see how your background may connect, the next step is to understand how AI is expanding GRC opportunities.

Your background is not the problem. The gap is translation.

Iron sharpens iron.

STEP 4 OF 5

AI and GRC

Why AI is creating more GRC work, not less.

AI is changing the job market, but it is also creating new questions around risk, privacy, policy, controls, and documentation.

Every time an organization adopts an AI tool, someone has to ask:

- *What data is it using?*
- *Who approved it?*
- *What could go wrong?*
- *How do we document the decision?*

Those are GRC questions.

Why AI Creates More GRC Work

AI ISSUE	WHY GRC IS NEEDED
AI use policies	Employees need rules for approved tools and safe use.
Data privacy	AI tools may process personal or sensitive data.
Vendor AI risk	Companies need to review how vendors use AI.
AI governance	Leaders need inventories, owners, controls, and accountability.
Control documentation	Decisions need evidence and audit trails.
Risk reviews	AI risks need to be scored, tracked, and managed.

What This Means for You

Build the GRC foundation first.

Start with risk, controls, policies, privacy, documentation, and evidence. Then layer basic AI literacy on top.

You do not need to become an AI engineer. But if you understand how organizations manage risk, you can begin to see where AI governance may create new non-coding cybersecurity opportunities.

Skills to Build Now

- | | |
|--|---|
| <input type="checkbox"/> Basic AI literacy | <input type="checkbox"/> Privacy basics |
| <input type="checkbox"/> Cybersecurity vocabulary | <input type="checkbox"/> Clear writing |
| <input type="checkbox"/> Risk and control language | <input type="checkbox"/> Documentation habits |
| <input type="checkbox"/> | |

Quick Reflection

Does AI governance interest me as something I may want to learn more about later?

Your Next Step

Continue to Step 5: Your Roadmap.

You now have role direction, market awareness, background connections, and a clearer view of how AI is expanding GRC work. Next, create your 90-day starter roadmap.

AI does not replace people who think clearly about risk. It creates more demand for them.

Iron sharpens iron.

STEP 5 OF 5

Your Roadmap

A simple path from role clarity to portfolio proof.

What Hiring Managers Are Quietly Checking

For non-coding cybersecurity roles, hiring managers are usually looking for five signals:

- 1. Field Clarity** — Do you understand what non-coding cybersecurity is about?
- 2. Role Direction** — Do you know which role you are moving toward?
- 3. Industry Fluency** — Can you speak the language of risk, controls, policies, evidence, audit, compliance, and business impact?
- 4. Portfolio Proof** — Can you show work that demonstrates how you think?
- 5. Communication & Visibility** — Can you explain your work clearly in your resume, LinkedIn, and interviews?

Your next step is to build these signals in order.

The Learner Roadmap

You do not need to know everything before you start. You need one focus role, a basic understanding of the field, and a plan to begin building proof.

PHASE	FOCUS	WHAT HAPPENS
1	Get a glimpse of the field	Learn what non-coding cybersecurity includes: GRC, risk, compliance, audit, privacy, vendor risk, and security awareness.
2	Confirm your focus role	Use your Cyber Role Finder results to choose one role to focus on first.
3	Build your first proof	Start creating practical GRC work samples, such as a risk register, policy review, control summary, or executive summary.
4	Make it visible	Turn your direction and proof into resume bullets, LinkedIn language, and interview stories.

Get a glimpse. Confirm your role. Begin building proof.

Reflect

My focus role is:

The proof I need to start building is:

The first thing I will do this week is:

Ready to Start Building?

Start with Course 1 of the GRC Portfolio Builder Track.

In Course 1, you step into TechFlow Solutions and begin building portfolio work that shows how you think, write, and explain GRC work.



GRC Portfolio Builder Career Track

Scan to visit the course page and start building your portfolio proof.

kudzaiedugroup.com/grc_track

You do not wait until you know everything to start.

Iron sharpens iron.

What To Do Today

Scan the Code That Matches Where You Are

STEP 1 — FREE

Path Finder

Not sure where you fit? Start here.
Find which non-coding cybersecurity role may fit your background.



Scan with your phone camera

STEP 2 — \$27

Starter Toolkit

Already have a role match but still asking, "Now what?"
Confirm your direction and create your 90-day starting plan.



Scan with your phone camera

STEP 3 — FREE

Preview Module 1

Want to see the teaching style before enrolling?
Preview Module 1, Lesson 1 and experience the TechFlow case.



Scan with your phone camera

STEP 4 — CAREER TRACK

GRC Portfolio Builder Career Track™

Ready to start building proof?
Start with Course 1. Choose the guided cohort or self-paced option.



Scan with your phone camera

Workshop Bonus: Enroll in Course 1 by Monday Midnight

Receive a private 1-on-1 session.

Bonus applies when you enroll in Course 1: GRC Portfolio Builder™ by the deadline.

STEP 5 OF 5

Your Roadmap

A simple path from role clarity to portfolio proof.

What Hiring Managers Are Quietly Checking

For non-coding cybersecurity roles, hiring managers are usually looking for five signals:

1. **Field Clarity.** Do you understand what non-coding cybersecurity is about?
2. **Role Direction.** Do you know which role you are moving toward?
3. **Industry Fluency.** Can you speak the language of risk, controls, policies, evidence, audit, compliance, and business impact?
4. **Portfolio Proof.** Can you show work that demonstrates how you think?
5. **Communication and Visibility.** Can you explain your work clearly in your resume, LinkedIn, and interviews?

Your next step is to build these signals in order.

The Learner Roadmap

You do not need to know everything before you start. You already have a direction from the Cyber Role Finder. Confirm your role here, see why proof matters in the masterclass, then begin building in Course 1.

PHASE	FOCUS	WHAT HAPPENS
1	Choose your direction	Take the Cyber Role Finder. It points you to a non-coding role that may fit your background. Most of you have already done this to get here.
2	Confirm your role	Use this toolkit. Review the responsibilities, pay, employers, and learner path, then confirm the one role you will focus on first.
3	See why proof matters	Watch the masterclass. Learn what hiring managers actually check and what to build first.
4	Build your proof	Start Course 1 of the GRC Portfolio Builder Track. Step into TechFlow Solutions and build real GRC work samples.
5	Make it visible	Turn your proof into resume bullets, LinkedIn language, and interview stories.

Confirm your role. See why proof matters. Build the proof.

Reflect

My focus role is:

The proof I need to start building is:

The first thing I will do this week is:

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