

REA Group Security Champions Program

"REA Group Limited is a multinational digital advertising company specializing in property. Listed on the Australian Securities Exchange (ASX:REA), we operate Australia's leading residential, commercial and share property websites and a number of leading property portals in Asia. We also have significant shareholdings in Move, Inc. in the United States and PropTiger in India."

Program Principles:

1. Provide relevant training
2. Align the program to business goals
3. Get regular feedback
4. Engage the community (interactive/interesting)
5. Easy to participate (make it easy)

Training Cadence

Below is an example of a custom-made security champions training plan for REA Group.

- At the start of the year, a high-level training/engagement cadence is planned out for security champions over the year. This is based on the feedback received and observations noted over the previous year, also considering the vulnerability stats and the type of vulnerabilities noted.
- The frequency of training in this plan is decided by level of engagement previously noted and any other known company events/holidays coming up. The type of training in this plan is reviewed every quarter for relevance. We have found that for us, **one every 6-8 weeks** is the optimal amount for application teams to keep them engaged without overwhelming them.
- During execution of this plan, an increased attendance from application teams was noted in these events, possibly due to the relevance of the training sessions for their day jobs

- Note: Security Champions audience is a select subset of developers across REA. These champions either volunteer to participate in the program or are asked to. Security Guild is a channel for anyone across REA who is interested in security or needs a way to reach out to the security team or generally wants to share information about non-enterprise security topics etc . Security champions are about 10% in number compared to the security guild members. Champions are added into the #security-guild as well.
- Observation: When invites are shared with the broader #security-guild, a significant percentage of attendees are observed to be champions (possibly due to the level of engagement they have already had and their relationships with the presenters)
- For targeted training or events with monetary rewards, the audience is restricted to the champions (for now). As maturity and engagement grows, they will be open to everyone.

Event	Date	Type	Audience
Keeping your secrets safe (Security Champions #2) - Secrets Scanning	Jul 24	Training	#security-guild
Pentest Diaries - A combo of exploits (Security Champions #3)	Sep 24	Talk	#security-guild
Authentication vs Authorization - IDOR vulnerabilities (Security Champions #4)	Oct 24	Presentation	#security-guild
CTF on previously presented attack (IDOR) (Security Champions #5)	Nov 24	CTF	Security Champions
Trivia - TBD (based on observations from Jul-Dec)	Jan 25	Trivia	#security-guild
Informational event - Vulnerability ratings taxonomy (Security Champions #7)	Mar 25	Presentation	Security Champions
Custom CTF - TBD	Apr 25	CTF	#security-guild

Informational event - top vulnerability observed and how to fix it	May 25	Training	#security-guild
Custom CTF - TBD	June 25	CTF	#security-guild
Security Showcase	EOFY FY25	Presentation	#security-guild