



# Be a part of the Pondurance difference

**SECURITY CONSULTANT  
COMPLIANCE  
CANDIDATE BRIEFING PACK**



## Be part of a massive opportunity

**“By 2025, 50% of organizations will be using MDR services for threat monitoring, detection and response functions that offer threat containment and mitigation capabilities.”**

Gartner 2021 Market Guide for  
Managed Detection and Response Services

# Backed by authentic human intelligence

Pondurance's mission is to ensure that every organization is able to detect and respond to cyber threats – regardless of size, industry or current in-house capabilities.

We believe AI and automation alone aren't enough, you need ingenious human experience because attackers aren't machines, they are people.

We combine our advanced platform with decades of human intelligence to speed detection and response and contain cybersecurity threats quickly to ultimately decrease risk to our client's missions.





# What sets us apart is our approach to technology and people. That's where you come in.

Thanks for taking the time to learn more about the fantastic opportunity we have here at Pondurance.

At Pondurance, we know that the human element of cybersecurity is irreplaceable, and believe that with a team of problem solvers who are naturally inquisitive and passionate about cybersecurity, there's nothing we can't achieve!

We're currently going through an amazing period of growth, having doubled the size of the business over the last 2 years. Our Compliance function is key to that growth play which presents you with an enormous amount of headroom. We truly believe that now is the perfect time for an ambitious Security Consultant to join our team and start a rewarding new chapter of their career.

This role is one that comes with a lot of growth opportunities, as we believe that in order to get the best out of our team, we need to put time into nurturing every individual, and building upon their unique strengths and potential.

While reading the rest of this pack, I hope you are able to get a feel for how exciting the future is at Pondurance, and what's special about our culture. But for now, I wish you every success as you weigh up your next career move.



**Amy Thaler**  
**VP People Operations**

# You've got options, but none compare to this

Pondurance understands that as a security consultant, you're highly sought after. That's why we're dedicated to creating an environment and culture where the brightest security talent can really develop and thrive.



## Outstanding Development

Experience personal and professional growth that's tailored to you.



## Supportive Environment

Be around great people that are passionate about you making a mark.



## Accessible Leadership

Get mentored by a personable and passionate executive team.



## Inclusive Culture

An environment where people will make space for you to thrive.

# Explore a culture where people really do help people.

Our clients trust us to provide insight that will protect them from cyber-attacks. But it's the people that really set Pondurance apart on our mission. Be part of something unique. Influence real change as part of a passionate and outward-looking team that shares the same values.

## Champion Others

Find a foundation  
rooted in a tenet of  
servant leadership.

## Be Genuine

Strong relationships  
backed by a culture  
of integrity, purpose,  
and trust.

## Pursue Balance

Seek equilibrium in  
data, confidence,  
risk, work, and  
life itself.

## Collaboration

No islands.  
No outcasts.  
Problem solvers  
at heart designing  
impactful solutions.





# Memorable experiences are made at Pondurance

Working at Pondurance is more than just sitting at your desk. Trust us, you'll look back fondly at the time you invest here.





# Getting attention for all the right reasons.

Not to brag... but Pondurance is really making waves in the Cyber Security space.



Industry Solutions: Technology  
(North America)



Tim Horigan Selected as  
2022 Channel Chief by CRN



Recognized for Innovative  
Partner Program



Product/Services Award: Managed  
Detection and Response (North America)



Best Overall Healthcare  
Cybersecurity Solution 2022



# The people really like it here, honest!

Join a company where the people are passionate about the work they do, the diversity they see, and the management that lead the way. In a recent internal engagement survey, the employees at Pondurance rated their experience as follows:

**4.58/5**

Enjoyment within  
their role

**4.33/5**

Leadership cares  
about the employees  
wellbeing

**4.50/5**

Pondurance  
values Diversity

**100%**

Would recommend  
Pondurance to a friend



# And the cherry on top? Our fantastic benefits package.

I love working for Pondurance. Every day I get to work among the nicest group of diverse, supportive and transparent colleagues. That would be enough for me, but they insist on adding a fantastic compensation and benefits package too!

Deneen Cook  
Project Manager, Incident Response

# Pondurance has your back.

You didn't think that redefining the security and cyber risk landscape would go unrewarded, did you? At Pondurance, it's all about investing in you. From career paths to benefits and rewards - it's all built around you. Everyone has a say in the perks that matter most to them.



**Disability &  
Life Insurance**



**Multiple  
Healthcare Plans**



**Virtual  
Healthcare**



**HSA & FSA**



**401(k)**



**3 Weeks  
PTO**



**Unlimited  
Sick Days**



**Paid Parental  
& Birthing Leave**



**13 Company  
Holidays**



**Fitness  
Membership**



# There's no competition. Pondurance is the place to be.

I chose Pondurance over another great offer almost seven years ago due to the culture. Pondurance never asks you to compromise your own integrity, and is full of really smart, engaged people who do not compete with one another, but play as a team to get the right outcome for our clients. This was true when I joined, and is still true today.

Cindy VanBree  
Principle Security Consultant, Continuity & Compliance

# Behind the scenes of your interview experience

Ready to swipe right? Get to know us better by getting involved in the interview process. Who knows, maybe it will be the perfect match.

Here's what the interview process typically looks like.

## MPO

### Questionnaire

To understand how best to accommodate the way prospective team members operate, there's an initial questionnaire to be completed prior to the first interview.

## Initial Interview

A video interview with the hiring manager, giving you an introduction to Pondurance as well as a chance for you to introduce yourself and go through your experience to date.

## Panel Interview #1

A video interview with a range of members of your future team, giving you the chance to get to grips with the inner workings of your department.

## Panel Interview #2

Prior to an offer being sent out, there's one more panel interview with supporting departments, giving you more context for how your role impacts the wider company.

# Security Consultant - Compliance

Do you have security and risk experience, and are you seeking a flexible and remote opportunity? Stott and May are helping a welcoming and inclusive company find a full-time Senior Security Consultant to join their team. The role comes with an attractive salary and benefits package.

You will direct compliance-related consulting engagements from an advisor, assessor, detailed tester, and project management perspective in this Security Consultant role. Most of your work will be done independently, but you will occasionally work on teams with peers and/or with the support of other team members.

## Responsibilities

- Provide a blend of client services, including assessment, auditing, recommendations, and security advisory
- Conduct and manage multiple projects simultaneously, meeting project deadlines and budgets
- Deliver presentations and facilitate interviews with client stakeholders
- Execute client security program and security controls review

## Experience

- 5+ years experience in compliance, information security auditing and assessment
- You will need a working knowledge of IT concepts, such as networking, operating systems, databases, etc
- Experience conducting root cause analysis and delivering strategic recommendations
- Excellent communication skills for a variety of stakeholders and excellent time management and organizational skills
- CISSP, CISA, PCI DSS QSA, CMMC or comparable certifications – highly desired
- Ability and willingness to travel up to 25% once travel restrictions are lifted

**Please reach out today to apply and register your interest. We look forward to hearing from you.**



