



Cyber Security

Practice Overview



prepare.

ARE YOU TAKING THE RISK OUT OF TALENT ACQUISITION?

Cyber risk has well and truly escalated to the point of being a board level issue due to its clear and present threat to the operational and financial wellbeing of organisations. Calls from industry analysts to outline how businesses intend to prevent, detect, respond and recover from cyber security threats within the annual reporting process draws a sharp focus on the requirement for a clear strategy. But a robust cyber security strategy fundamentally hinges on hiring the right people resources from the CISO through to the Security Operations Center. With 82% of IT decision makers reporting a lack of cyber security skills within their organisation there is a skills gap that needs to be addressed.

The Cyber Security practice at Stott and May has had the privilege of partnering up with some of the most ambitious and innovative cyber teams in the world in their search for cutting edge talent. We have a thirst for offering the most compelling opportunities to the industry elite. Our leadership position in the space is a consequence of our deep expertise across the niches and nuances of sourcing the hardest to reach skills in identity management, information security, application security and network and cloud security. We exist to provide your business with options along with the insight to create complete confidence that you have hired the best talent in this fiercely competitive market.

HOW WILL YOU KNOW WHEN YOU NEED US?

1. You are not seeing results from working with non-specialist recruiters.
2. You need to think more creatively about plugging the security skills gap in your organisation.
3. You are losing out on security talent due to not understanding current salary benchmarks.
4. You want to train internal talent acquisition teams on cyber security recruitment best practices.
5. You need a partner that understands your security strategy and can scale talent acquisition.
6. You are making a strategic senior leadership hire in security and need complete confidence in your approach.

execute.

RECENTLY COMPLETED PROJECTS

We engage in a range of assignments on behalf of consultancy and end-user organisations along with systems integrators. To give you a sense of our capability here are just a few of the roles we have recently filled:

CISO	Director of Information Security	Head of IT Risk
Principal Cyber Consultant	Senior IA Consultant	Security Architect
SOC Manager	Information Security Analyst	IT Security Manager
Penetration Tester	Incident Response Specialist	Snr Consultant Risk & Compliance
SOC Analyst	GDPR Consultant	Data Protection Officer

OUR CREDENTIALS IN CYBER SECURITY



expertise.

OUR SPECIALISMS WITHIN CYBER SECURITY

We boast one of the largest teams globally with coverage of the entire spectrum of security skills. Our team is divided into the following specialisms:



Security Executive Search
"Thought Leaders" or Director and above



Cyber & Threat
SOC, Incident Response, Forensics & Threat Intelligence



Identity Management
Identity Access Management (IAM), Privileged Access Management (PAM), Crypto & User Behaviour Entity Analytics (UBEA)



Information Security
Governance Risk & Compliance (GRC), Data Privacy Officer (DPO), Data Loss Prevention (DLP), Big Data, PCI DSS & GDPR



Application Security
Secure Architecture (OWASP), Penetration Testing, Static/Dynamic Analysis, Research & Mobile



Network and Cloud Security
Architecture, Perimeter security & SIEM

compete.

WHERE MARKET UNDERSTANDING MEETS ABILITY TO EXECUTE

At Stott and May we don't see cyber security as a niche. We are specialists in the niches within niche areas of security allowing us to understand your strategy and source the best possible solution – regardless of how granular your requirements are.

"With predictions estimating that the global cyber security workforce will have 1 to 2 million roles unfilled by the year 2019, it's time to start thinking proactively about how to find and compete for talent in the space. We help accelerate our client's talent acquisition processes by working collaboratively with HR teams, enabling them to leverage the power of professional search. Our approach offers a tiered and targeted attack, mapping out the market whilst providing a comprehensive range of insight from salary benchmarks through to the organisation charts of your closest competitors. Our established and scalable search processes offer clients complete confidence and predictability of result. We work to fixed timeframes with pre-agreed SLA's to ensure you get to the hard to reach talent first."

Lee Hills
Head of Cyber Security



deliver.

WHAT DO OUR CLIENTS SAY ABOUT US?

"I have previously worked with Stott and May in the capacity of a client looking for candidates to build my Professional Services Practice at Intel Security. I found the team to be courteous and knowledgeable of the market - ensuring that they thoroughly understood the roles that I was looking for and researching the individuals put forward - as well as technically capable, ensuring good technical screening and context setting with candidates. As a result, we were able to work in close partnership to obtain the right outcomes - delighted candidates and a delighted client in me."

- Director of Consulting EMEA



"I have worked with Stott and May for the past three years in filling specialist roles in Incident Response consulting. The team have offered an outstanding level of service, paying careful attention to our requirements, building in feedback from candidate interviews and tuning the recruitment process. This has enabled us to identify and attract the best talent in the market whilst focusing on building our business. I highly recommend the Cyber Search team and would gladly use their services into the future."

- Head of Investigations & Incident Response





partner.

MEET THE KEY PEOPLE.

When you work with the Cyber Security practice at Stott and May you can have complete confidence that you're engaging with specialist recruiters who have a proven track record in bridging the skills gap.



Lee Hills
Head of Cyber Security

Lee leads Stott and May's Information Security division and is a trusted advisor to Global CISO's, CTO's, and CIO's on all aspects of cyber security. Lee is the first port of call for many of the leading start-ups and global businesses for campaigns within Information Security. He understands how essential it is to work in partnership with clients and candidates to ensure the best possible service is provided on both sides. Lee is renowned for his industry knowledge and aggressive ability to identify and close those "hard to fill" business critical roles.



Brian Hinojosa
Senior Consultant – Information Risk & Security

Brian has a deep understanding of the Information Security market and its needs. Over the course of 5 years in the industry, he has built a network of candidates that continues to grow daily through the quality of his work. Brian's client portfolio spans across the UK and EMEA. He prides himself on being able to draw the perfect balance between technical expertise, business acumen and cultural fit based on knowing his client's requirements inside out. Brian's goal is to support business in finding the right partners and talent whether it's building Cyber Security teams from the ground up or helping respond post-breach.



John Norris
Head of Information & Cyber Security (Contract)

John has nearly 6 years' experience of recruiting Cyber Security professionals in a range of different industries. He makes sure he adheres to Stott and May's core values, in making sure your time to hire is kept to a minimum, whilst not compromising on quality. He has a technical appreciation of a wide range of technologies and a large network across the UK & EMEA. He can place short term interim personnel or whole project teams whether you are an end-user or a consultancy business. John also has experience in selling GDPR solutions having worked in a startup specialist consultancy.

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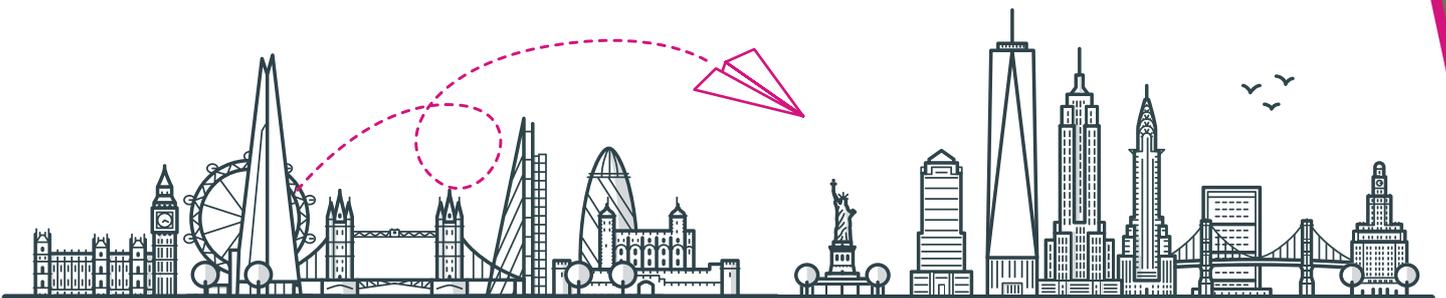
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ABOUT STOTT & MAY.

Founded in 2009 Stott and May are a professional search firm with a passion for helping leaders achieve complete confidence that they have hired the right talent, first time in fiercely competitive markets. We believe you should never have to make the choice between quality of candidate and time to hire.

As a result, our business has been founded on the principle of offering a premier standard of search service delivered in vastly accelerated timescales, that our competition simply cannot match. Because after all this is about more than just recruitment, it's about turning your business vision into reality.



Stott and May

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