



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 organizations. 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 organization 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 organization.
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 end-user organizations, vendors and systems integrators. To give you a sense of our capability here are just a few of the roles we have recently filled:

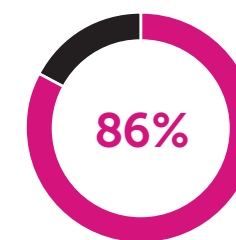
Technical:

CISO	Director of Information Security Engineering	Head of IT Risk
Cloud Security Architect	Application Security Engineer/Architect	Security Architect
SOC Manager	Information Security Analyst	Director of Vulnerability Management
Penetration Tester	Incident Response Specialist	Snr Consultant Risk & Compliance

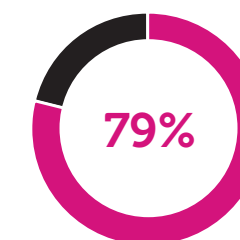
Sales:

Account Manager	Pre-Sales Manager	Alliances Manager
Global Account Director	Professional Services Manager	Professional Services Consultant
Territory Account Manager	Senior Sales Engineer	Solution Architect
Sales Director	Regional Sales Director	General Manager

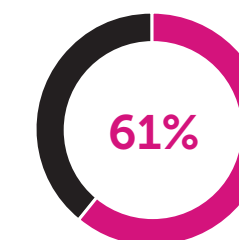
OUR CREDENTIALS IN CYBER SECURITY



CV to Interview rate



1st Interview success rate



1st Interview to offer rate



Offer acceptance rate

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 organization 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 found the team to be courteous and knowledgeable of the market – ensuring that they thoroughly understood the professional services roles that I was looking for and researching the individuals put forward. 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



"I have known Stott and May for many years and they helped me in recruiting the right talent. They have a deep knowledge of the security market, as well as being embedded in the industry. They always clearly understood the specific requirements for the different roles they were searching for."

- Director of Security



"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."

- Head of Investigations & Incident Response



"I've really enjoyed working with Stott and May. They have supported me in recruiting senior sales account managers. They are highly experienced recruiters, very professional, discreet and focused. I strongly recommend them to anybody looking to expand."

- Enterprise Sales Director



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 enabling internal talent acquisition functions to break through the barriers associated with resourcing niche cyber security talent. Here's just a few of the team that will help you turn strategy into reality.



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 has developed a deep and extensive network across the USA and 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.



Douglas Fowler
Head of Technology & Cyber Security Sales

A founding member of Stott and May's US Cyber Security recruitment division, Douglas heads up leadership and commercial hiring for the vendor and consulting markets and has been a trusted partner to some of the fastest growing businesses in the sector. With over 20 years' experience gained across the US and EMEA markets, Douglas has helped client's build sales, marketing and professional services teams across multiple locations and has built an exceptional network of leading professionals in the field.

"Stott and May were outstanding when I worked with them on my current role. A very straight forward, knowledgeable and no-nonsense approach made them a pleasure to deal with. What truly sets them apart is their industry knowledge. Thoroughly recommended."

- Director, North America - Recorded Future

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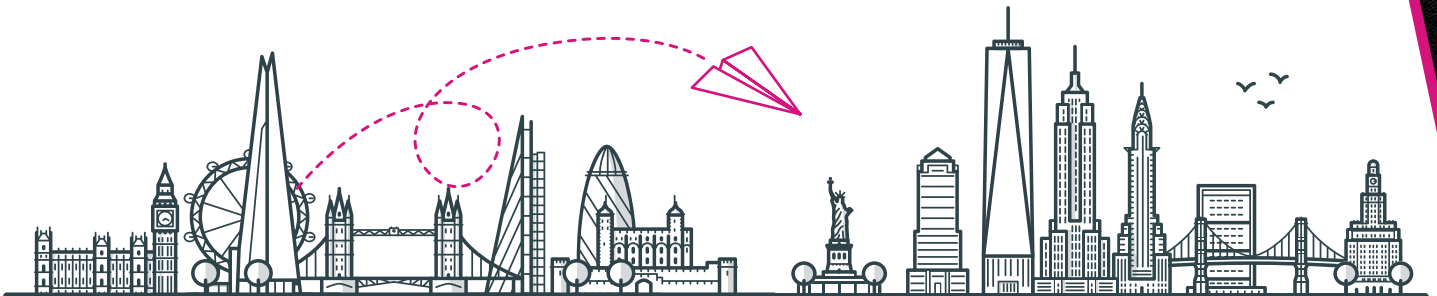
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ABOUT STOTT & MAY.

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 Inc.
Human Capital Management