



ZANDER
SEARCH

CASE STUDY

HIRING AN APPLICATION SECURITY ARCHITECT

SITUATION

The European team identified the need to add a Application Security Architect to its global team, to work with the international development functions. Due to the location of existing cyber teams, it was felt that Belfast would be the obvious choice, but there was a concern that there was a lack of relevant talent in this area. .

REQUIREMENT

The Architect position was set to participate in all functions related to Application Security Architecture, including: application security strategy and roadmap planning, acting as a security liaison to the business, and helping to facilitate demand management. This role required a high level of technical expertise in multiple disciplines within Software Development and Application Security

SOLUTION

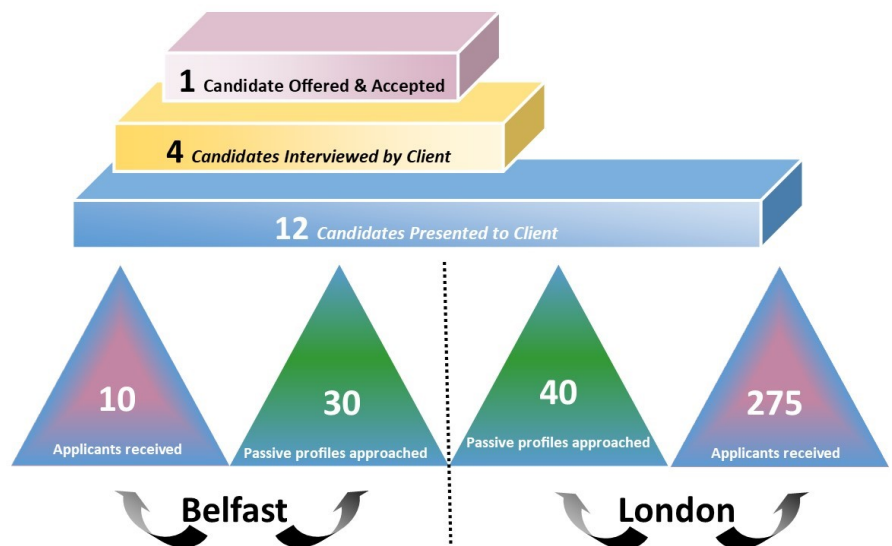
We established a single project focus across 2 separate locations, running 2 processes in parallel but reporting to the client with a single update. Where possible we also looked to provide key market data, specifically in Belfast as to the level of talent available and the environments most likely to yield potential candidates.

OUTCOME

The search identified a combined candidate pool of 335 potential individuals, across Belfast and London.

From this pool, 161 were engaged, and 12 were presented to the client.

A total of 4 were interviewed and 1 offered made and accepted.



THE FOLLOW UP

From the 335 potential candidates identified, 138 expressed a desire to remain in contact and so following the completion of the search, each of these received a follow up email confirming our desire to remain in contact along with the inclusion of a relevant, content based marketing piece - titled **“Cyber Security Talent Isn’t Only Focused on the Cutting Edge”**