SECURE

»» OVERVIEW

Tailored for critical senior and strategic roles, our specialised Retained Search secures exceptional talent with a proactive approach, prioritising diversity and inclusion. Leveraging innovative search strategies, we connect businesses with the most influential Information & Cyber Security professionals.

With an unrivalled network and deep industry expertise, we engage targeted talent communities to acquire experienced security leaders and build specialist teams. Our rigorous assessment process ensures a diverse and qualified candidate pool, maintaining client confidentiality throughout.

Partnering to provide long term value, helping to craft captivating brand stories showcasing your EVP to attract, engage, retain and develop a broader scope of talent, leveraging our high-quality deliverables.

»» IN BRIEF

CONSULTATION & PLANNING
WEEK 1
- SECURE Recruitment appointed
- Initial Engagement Fee

RESEARCH & SOURCING
WEEKS 1 - 3
Extensive research & sourcing activities to identify known & passive candidates

SCREENING & EVALUATION
WEEK 3
Employ a rigorous screening process with in-depth interviews & assessments

PRESENTATION & SELECTION
WEEK 4 (TBC)
Delivery of shortlist, presenting comprehensive candidate profiles
Shortlist Presentation Fee

FINAL SELECTION & ONBOARDING
WEEK 5
- Facilitate negotiation process, including compensation and contract detail
- Placement Fee

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⫸ RETAINED SEARCH SCHEDULE

STAGE	TASK	WEEK	FEE STAGE
Consultation & Planning	- Engage in detailed discussions to understand the organization's challenges, needs, culture, and position requirements - Conduct stakeholder interviews and gather diverse perspectives - Develop a comprehensive search strategy aligned with organizational goals - Define the desired candidate profile and establish clear timelines and deliverables	1	Initial Engagement
Research & Sourcing	- Conduct extensive research and sourcing activities to identify known and passive candidates - Engage with talent communities, industry clusters, and relevant events - Leverage networks, databases, and industry contacts - Utilize market mapping and competitor analysis techniques - Execute tailored recruitment campaigns to attract quality talent - Provide regular progress summaries to keep the client informed about the search process	2	
Screening & Evaluation	- Employ a rigorous screening process with in-depth interviews and assessments - Assess qualifications, experience, cultural fit, and alignment with organizational values - Evaluate leadership abilities, problem-solving skills, and growth potential - Shortlist the most suitable candidates for further consideration - Provide progress summaries	3	
Presentation & Selection	- Delivery of shortlist, presenting comprehensive candidate profiles - Coordinate client interviews with shortlisted candidates - Gather feedback from both client and candidate after each interview stage - Provide insights and recommendations for the final selection decision	4	Shortlist Presentation
Final Selection & Onboarding	- Facilitate the negotiation process, including compensation and contract details - Ensure a seamless transition and positive onboarding experience - Support integration into the organization's culture and establish performance goals - Maintain regular communication with the client and candidate during the initial period - Conduct post-placement follow-ups to evaluate performance and satisfaction	5	Placement

CYBER CONNECT

»» SECURE | CYBER CONNECT

Spearheaded by SECURE Recruitment, who serves as your strategic partner and trusted advisor, introducing an innovative approach to solution identification, problem-solving, and ecosystem fortification. Seamlessly integrating Cyber Advisory, Operational Guidance, and Professional Development, we're here to streamline your search for the right solutions.

An exclusive Online Community accessible on Desktop & Mobile Application, which offers a suite of collaborative solutions for Technology & Security Leadership at no cost, this includes:

- CYBER CONNECT Mutual Mentoring
- CYBER CONNECT Networking
- CYBER CONNECT Directory
- CYBER CONNECT Podcast

Get started on your CYBER CONNECT journey today, explore further and perhaps join the Community *here* :

»» MUTUAL MENTORING

Empowers Technology, Information & Cyber Security Leaders by promoting inclusive peer mentoring, fostering diverse knowledge sharing, encouraging cross-sector collaboration, and establishing lasting connections.

Don't just take our word for it—discover the tangible benefits below:

- **Adaptability Boost:** 67% of Cyber Security Leaders believe MM enhances adaptability to evolving threats (ISACA).

- **Skill Growth:** 72% of Cyber Security professionals experience improved skill development through MM (PwC).

- **Decision-Making Improvement:** 63% of organisations report better Cyber Security decision making (Ponemon Institute).

- **Network Expansion & Leadership Cohesion:** 76% of Leaders reporting expanded networks, leading to enhanced leadership cohesion and collaboration across organisations.

Get started on your Mutual Mentoring journey today:

Register Interest: https://www.secure-recruitment.com/registration-form/
Agree Commitments: https://www.secure-recruitment.com/agree-commitments/

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⟫⟫ NETWORKING

A weekly online networking event bringing together Information & Cyber Security Professionals and enthusiasts. It serves as a platform for engagement, knowledge sharing, and collaboration among Business, Digital, Technology, & Security professionals.

Dedicated to prioritising diversity, equity & inclusion, connecting and collaborating with experts, businesses & students to enhance the Cyber Security ecosystem.

Participate in our exclusive, 100% free, weekly virtual Networking Events:

- Northern CYBER CONNECT Networking
- Southern CYBER CONNECT Networking

All are welcome, at either session. Join us in championing DE&I, as we welcome individuals from underrepresented groups.

Get started on your virtual Networking journey today:

Sign up

⟫⟫ PODCAST

Your ultimate gateway into the world of Information and Cyber Security. Hosted by JayAdamson & Warren Atkinson, esteemed leaders from SECURE Recruitment, our Podcast offers an exclusive peek into the minds shaping the industry's future. Joined by luminaries in Security, Technology & Talent Acquisition, we deliver riveting conversations, intimate personal journeys, diverse perspectives, and invaluable insights propelling the Cyber Security profession forward.

SECURE Recruitment Specialises in Talent Acquisition for Corporate Governance, Information & Cyber Security. We provide Bespoke Solutions for Director / Board Appointments, Senior Management roles, and niche positions throughout ECS & GTM, ensuring organisations achieve their strategic objective.

Our Mission is Clear:

- Cultivating Thought Leadership
- Celebrate Diverse Perspectives
- Forge Community Cohesion

If you're passionate about Information & Cyber Security and have a unique perspective or valuable insights to share, we invite you to join us as a Guest.

Subscribe

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RECRUITMENT SERVICES

SECURE Recruitment excels in connecting organisations in the UK, EU and US with exceptional talent in the Enterprise Cyber Security (ECS) and Go-To-Market (GTM) sectors. As strategic Talent Acquisition partners, we build high-performing teams to safeguard critical assets while providing tailored Recruitment Solutions to effectively tackle unique talent attraction challenges.

KEY FEATURES	RETAINED	EXECUTIVE	CONTINGENT	RPO
Tailored for Critical Roles	✓			
Confidential & Discreet Process	✓	✓		
Exclusive Engagement	✓	✓		
Market Research & Insights	✓	✓		
Comprehensive Candidate Assessment	✓	✓	✓	
Proactive Candidate Sourcing	✓	✓	✓	✓
Diversity & Inclusion Focus	✓	✓	✓	✓
Post-Placement Support	✓	✓	✓	
Streamlined Recruitment & Onboarding	✓	✓	✓	✓
Scalable Services	✓	✓	✓	✓
Employer Branding & EVP Development	✓	✓		✓

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SECURE | CYBER CONNECT DIRECTORY

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AI, QUANTUM & TRANSFORMATION

Harness advanced Technology, from AI Quantum Readiness to custom AI-Analytic-Agents & Security Solutions that enhance Security, Governance and Trust. Our network offer comprehensive methodologies, approaches & automation services for effective implementation. Alongside tailored Digital Transformation Strategies.

LEADERSHIP & CONSULTING

Expert-led Training, Development, Coaching, Organisational Change Management & Strategic Advisory Services. Empower Leadership and promoting Diversity, including initiatives for Women in Tech, Underrepresented Groups, Neurodiverse, Social, Ethnical & Economic Minorities.

OFFENSIVE SECURITY

Proactively identifies & exploits vulnerabilities to enhance your Security. Our partners provide automated, semi-automated & manual Penetration Testing, along with Red Teaming to simulate real-world attacks. Leverage bleeding-edge solutions to proactively strengthen your defences and increase resilience.

DEFENSIVE SECURITY

Implement Zero Trust Architecture with 24/7 Threat Detection, Managed Detection and Response (MDR), Security Information and Event Management (SIEM), and Incident Response Services. This includes Strategies that covers Digital Forensics, Disaster Recovery, Business Continuity Planning & Fractional CISO Services.

CULTURE & GRC

Our Partners help to simplify Regulatory Compliance while fostering a Security-By-Design Approach that promotes Cultural and Behaviour Change. Services include effective Risk Management Frameworks, Policy Development, and Security Awareness Training.

OUR PARTNER NETWORK ACROSS THE FIVE EYES ALLIANCE IS TRUSTED BY LEADING ORGANISATIONS, INCLUDING:

Google Cloud   Azure   Hewlett Packard Enterprise   National Cyber Security Centre a part of GCHQ   CREST

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CYBER CONNECT

SECURE | OUR VALUED PARTNERSHIPS

At SECURE Recruitment, collaboration isn't just something we do – it's how we work. We've built strategic partnerships with some of the most forward-thinking organisations in cyber security, boosting our expertise, driving knowledge sharing, and amplifying the value we deliver across the industry.

Yorkshire Cyber Security Cluster (YCSC)

YCSC promotes cyber resilience and supports economic growth through collaboration and knowledge sharing within the Yorkshire cyber community.

Cyber London

Cyber London connects industry leaders and innovators, fostering collaboration, knowledge exchange, and innovation across the cyber security sector.

YorkshireX

YorkshireX brings together regional technology talent and cyber security experts, driving innovation and technological advancements across Yorkshire.

Join Momentum

Join Momentum delivers expert consulting and bespoke cyber security training, empowering organisations to proactively address evolving threats.

DTX (Digital Transformation EXPO)

DTX is Europe's premier digital transformation event, connecting tech leaders and innovators to navigate digital change and secure future-readiness.

CyBlack

We've teamed up with CyBlack to open doors for underrepresented groups in cyber. Through bursaries, mentorship and shared resources, we're building a more inclusive and future-ready workforce.

InnovationX

InnovationX links entrepreneurs, corporates and talent to fast-track frontier tech – AI, advanced computing and blockchain – across the UK. Its open, inclusive ecosystem turns bright ideas into real-world growth.

These partnerships enable SECURE Recruitment to provide exceptional insight, unmatched expertise, and tailored solutions, ensuring our clients remain secure and ahead of the curve in cyber security.

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CYBER CONNECT

SECURE | CYBER CONNECT COMMUNITY

Addressing Cultural, Technological & Talent Acquisition Challenges, providing a range of solutions for Tech & Security Professionals at No-Cost, including Mutual Mentoring, weekly Online Networking, and the SECURE | CYBER CONNECT Podcasts. Central to this is the SECURE | CYBER CONNECT Directory, a trusted resource connecting you with leading Experts, Service & Solutions.

Join Today

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CYBER CONNECT
Professionals, Students & Enthusiasts in Business, Digital, Technology & Security

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