



# CASE STUDY: TRANSFORMATIVE EXECUTIVE SEARCH IN THE CYBERSECURITY DOMAIN

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## CLIENT PROFILE

Our client, a private equity-owned company, operates in a highly regulated industry. Ensuring data protection, privacy, and maintaining robust cybersecurity standards are central to its operations. Recognizing these needs, the client identified a requirement for a Chief Information Security Officer (CISO) to strengthen their digital infrastructure and uphold their regulatory compliance obligations.



## THE CHALLENGE

Sourcing the right CISO within a demanding timeframe in today's competitive market is a significant challenge. The client required an executive with extensive industry experience, an acute understanding of regulatory compliance, and a visionary approach towards cybersecurity. Additionally, the CISO needed to reflect the company's commitment to diversity and inclusion.



## THE REFACTOR TALENT APPROACH

Refactor Talent was retained to conduct a comprehensive, diverse search. We employed a multifaceted strategy, drawing on our extensive network, advanced data-driven tools, and comprehensive industry knowledge to identify fitting candidates. Our search process unfolded as follows:

1. Market Mapping: We carried out a thorough market analysis to identify potential candidates from diverse backgrounds, ensuring a candidate pool where over 50% came from diverse backgrounds.
2. Candidate Screening: We meticulously screened over 100 shortlisted candidates, evaluating their skills, industry experience, leadership acumen, and compatibility with the company's culture and values.
3. Client Presentation: We introduced four top-notch candidates to the client. Each of these candidates was equipped with the required skills and experience to fulfill the client's needs effectively.

Following the presentation, the client proceeded to interview the presented candidates, ultimately selecting their preferred choice. The process was both efficient and effective; the company saved significant time and resources by only needing to interview a small number of highly qualified candidates. This streamlined approach also reduced the disruption to their daily operations. The entire process, from understanding the requirement to successfully placing the CISO, was completed within an impressive 30-day timeframe.



## THE OUTCOME

The chosen candidate, two years into the role now, has had a significant positive impact on the company. They have implemented comprehensive cybersecurity measures, enhanced regulatory compliance, and effectively managed potential threats, thus protecting the company's reputation and assets. Their influence has reached beyond the initial company. They've taken on additional responsibilities across other portfolio companies, leading digital security initiatives, and fostering a cybersecurity-focused culture.



## RETURN ON INVESTMENT

The CISO's contributions have significantly boosted the company's overall business strategy, demonstrating a considerable return on investment (ROI) from the search. Not only has the company witnessed substantial cost savings by preventing potential security breaches, but it has also experienced increased stakeholder confidence, which has reinforced their position in the highly regulated industry. The impact on other portfolio companies further amplifies the value derived from this successful executive search. This case study highlights Refactor Talent's commitment to delivering high-quality executives within demanding timelines. Our approach is defined by a commitment to diversity, data-driven decision-making, and leveraging our extensive network and industry knowledge. This ensures we consistently connect our clients with transformative leaders.