

# CASE STUDY: TRANSFORMATIVE SEARCH FOR EXECUTIVE ROLE



## OUR CLIENT

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 SOLUTION

The candidate, two years into the role now, has had a significant 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.

## THE RESULTS

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.

## OUR 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 industry knowledge to identify fitting candidates. Our search process unfolded as follows:

### Step One - 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.

### Step Two - CANDIDATE SCREENING

We meticulously screened over 100 shortlisted candidates, evaluating their skills, experience, leadership acumen, and compatibility with the company's culture and values.

### Step Three - CLIENT PRESENTATION

We introduced four top-notch candidates to the client. Each of these candidates was equipped with the required skills for their needs.