

CASE STUDY

# BioCatch

Talent Acquisition for new EMEA territories and Leadership









## Background

Due to Alto's experience of building Scaleup vendors in the Fraud/ Security marketplace, we were retained by BioCatch to build out their EMEA team.

In addition to not having a local in-house Talent Acquisition team and therefore no access to talent pools in the EMEA region, they were also hiring in a very challenging and competitive marketplace.

## Key deliverables

-  Project timescale **12 weeks**
-  Global Head of Presales
-  Sales for Germany, Netherlands and the UK
-  Global Advisory & UK Pre-Sales Staff
-  Time to source (avg) **10 days**
-  Time to hire (avg) **4 weeks**






BioCatch wanted to ensure that they could attract leading talent from within the Fraud and Cyber Security startup/scaleup space however they had limited brand awareness in the EMEA market so needed a partner who had access to talent that would meet their requirements.

## Solution

Working with each stakeholder, the Alto team was able to build the profile and competencies needed for each role, ensuring that only the most relevant and qualified candidates were presented. We were then able to quickly identify an extensive potential talent pool.

We were then able to create an exciting and attractive Employer Value Proposition (EVP) to take to the marketplace to ensure that we could engage and ignite interest with the most relevant individuals from which we were able to quickly build short lists.

## Outcome

-  BioCatch effectively resourced their EMEA team with quality hires by working with Alto, enabling them to develop their business in the EMEA region.
-  Time to source (avg): 10 days
-  Time to hire (avg): 4 weeks

Contact us today to see how we can help you build your team