



CASE STUDY

Claroty

Challenge

Due to Alto's experience of building Scaleup vendors in the Security marketplace, we were tasked by Claroty to make two strategic hires for the EMEA team, Channel Director EMEA and Head of GSIs.



No Talent Acquisition team



No existing Talent Pool to tap into



Challenging and competitive hiring market place



Wanted "A Star" players

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.



Due to our specialist knowledge of the Security market, we quickly identified an extensive potential talent pool; giving confidence to our client that they were choosing from best possible candidates.

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.

Our consultants, who are technology specific experts trained in extensive headhunting skills and competency-based profiling, were able to quickly build short lists.



Richard and the team at Alto were instrumental in hiring the Channel Director for EMEA and the Global Strategic Partner (GSI's). The experience and knowledge of working with numerous security startup us and the talent pools they were able to access, were fundamental in them being successful in both searches. They created an efficient process that delivered a positive experience for all involved. I look forward to working with Richard and the team again and would recommend them to any startup/scaleup that is looking for leading talent."

Keith Carter, VP WW Channels & Alliances, Claroty

Result

- ✓ Talent mapping and candidate identification was on average 10 working days.
- ✓ The subsequent time to hire (from brief to contract signature) was 6 weeks.
- ✓ Both candidates have surpassed 2 years in their respective role

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