



CASE STUDY

Contrast Security

Talent Acquisition for a new EMEA team

Key deliverables

-  Project timescale
12 weeks
-  VP EMEA
-  First Channel Manager
-  First Sales Managers on the ground in Germany and France
-  UK Pre-Sales staff
-  Time to source
10 days (avg)
-  Time to hire
4 weeks (avg)



Background

Alto were retained by Contrast Security to build out their EMEA team at a time when they only had one person on the ground in the UK, the leadership team members were all located in the US.

Contrast were hiring in a very challenging and competitive marketplace and wanted to ensure that they could attract leading talent from within the 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

We took a two stage approach. The first stage was to identify a leader who had proven and previous experience of building out a Cyber Security startup/scaleup.

Due to our specialist knowledge of the Security market and our access to leadership individuals, we quickly identified an extensive potential talent pool.

Our consultants were able to quickly build a shortlist and after a thorough mapping of the security leadership talent market, a successful hire was made (within 6 weeks).

The second part of the process was to identify and secure proven sales individuals in both Germany and France utilising our extensive talent pools in both countries.

Outcome

Alto successfully sourced a number of key positions for Contrast Security including the VP EMEA, the first Channel Manager, the first Sales Managers on the ground in Germany and France and UK Pre-Sales staff.

- ✓ The time to source (completing the talent mapping and candidate identification) was on average 10 working days.
- ✓ The subsequent time to hire (from brief to contract signature) was on average 4 weeks.

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


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