



Great Leaders • Great Companies

Executive Search & Campaign Overview

About Us

InfoSec Search brings the highest quality executive search principles and processes to the UK Cyber Security market. We aim to inspire people to find the leadership positions that inspire them and in turn, ensure Companies are able to prosper securely. With a Board of Directors featuring proven technical experts, InfoSec are uniquely placed in our understanding of, and leadership network within the highly competitive UK Technology and Cyber Security sector.

Our business was founded on the premise of being different in the way we treat people, both internally as a business and externally with our clients. All our consultants share the vision of working with honesty, integrity and transparency at our core. They understand that they are all an integral part of building InfoSec as an inspiring business where we never compromise our values for financial gain.

Great Leaders, Great Companies

InfoSec works with leaders and clients who share our values and believe what we believe – that good business is based on honest, transparent and trusted relationships between capable people.

Our core values are to

- Be the best we can be
- Always do the right thing
- Add tangible value



The Cyber Threat

Cyber Security is now a Board-level agenda and is currently seen as one of the top threats to business.

Numerous recent high-profile attacks and breaches as well as several legislative and regulatory changes have further highlighted the need for a robust approach to information security and assurance across the business estate. As such, finding the right security leader is paramount for any organisation seeking to secure their enterprise effectively.

Bridging the gap in Executive Search

The CISO or Head of Information Security role is the latest C-suite executive role to step into the spotlight, with organisations of every size recognising the need for a specialised executive taking direct oversight for information security and assurance.

Historically, the CISO role reported to the CIO or CTO rather than CEO and while this is still commonplace, more and more corporations are assigning their CISO positions alongside other C-suite roles to avoid any conflict of interests and to ensure not only IT, but the wider business is protected effectively.

With the relatively new addition of the CISO role to C-level retained hires, established search firms without a niche background or deep understanding of the information security sector can struggle to understand not only the full spectrum of the role, but also the journey to becoming a successful CISO. The position has also developed significantly in complexity, breadth and responsibility over the past few years, further highlighting a need for deep specialist knowledge.



InfoSec Search bridges this gap. With nearly a decade of experience recruiting for and networking with Heads of Information Security, CISOs, CSOs and Security Practice Leads, InfoSec has built an extensive portfolio of contacts across the UK in multiple industry sectors. We are the only executive search company to be Corporate Members of the Institute of Information Security Professionals (IISP) and hold Cyber Essentials Certification as a testament to our commitment to best practice.

Established Network

InfoSec has established an enviable network of over 1000 CISOs, CSOs, Heads of Information Security and Security Practice Leads in the UK across multiple industry sectors, most of whom have been personally met by a member of our team. As a recognised industry expert, InfoSec has an unrivalled ability to leverage these contacts and the wider talent network this brings on Security Leadership Executive Search assignments for our clients.

Once we have successfully placed the right individual in a lead role, InfoSec has the further capability to source an entire security practice around the new CISO if required, through our established internal database and network of 10,000+ UK based information security professionals at operational and management levels.

Clear Assignment Process

InfoSec has a proven process defined for Search Engagements which can be tailored to the exacting needs of our clients. In brief, this includes:

- Initial Client Briefing
- Client and Market Analysis including Role Profiling
- Search strategy definition and candidate identification, including name generation if required
- Candidate qualification, psychometric or leadership testing and shortlist presentation with references
- Interview management
- Offer negotiation
- On boarding and integration
- Full process review and debrief

Proven Commitment to the Information Security Sector

InfoSec Search are committed to positively contributing to the sector in which we specialise. As such, we regularly attend and sponsor industry events including InfoSecurity Europe, World Cyber Security Congress, CRESTCon, Black Hat, Cyber Security Expo, the Cloud Security Expo as well as the White Hat Security Ball. We have also contributed to articles in industry magazines and are avid supporters of the Cyber Security Challenge.

In 2016, our MD Chris Dunning-Walton founded Cyber Cheltenham (CyNam –www.cynam.org). CyNam has since become the UK's largest official Cyber Cluster and a platform for innovation, collaboration and investment into the Cheltenham and Gloucestershire cyber security ecosystem, recently referred to by NCSC as the "Cradle of Cyber Innovation in the UK". The initiative has gained full support from GCHQ, NCSC, DCMS, local government and academia with Headline Events seeing over 200 people attending regularly across the year.

CISO and Cyber Leadership Successes to Date

Over the past twelve months, InfoSec have discreetly delivered on several challenging and sensitive CISO and Cyber Leadership positions with companies ranging from global corporations to not-for-profit organisations and exciting cyber SMEs. Whilst the specifics of these engagements cannot be fully disclosed, successes have included:

- Global CISO – FTSE70 Tech Corporation
- CISO – Not-for-profit European business in Education
- CISO – UK Digital Provider
- Head of Threat – high growth Cyber Tech SME
- Head of Assurance – leading European Consumer Electronics Retailer
- Head of Information Security – large CAC Mid 60 IT Consultancy
- CISO – Dubai-based Transportation Innovator

Search Team

Chris Dunning-Walton, Managing Director

Owner and Managing Director, Chris is one of the foremost experts in Information Security recruitment in the UK. A Fellow member of the Recruitment Employment Confederation (REC) with 13+ years' experience in the sector, Chris regularly appears on recruitment and security event panels and has contributed articles to InfoSecurity Magazine, SC Magazine and IISP's Pulse Magazine, amongst others. He recently addressed students and graduates at Worcester University on cyber security career paths and future growth trends in the industry.

Chris has built InfoSec from the ground up to its current level as one of the UK's leading independent Information Security recruitment companies, with an annual turnover in excess of £2m. One of the most well-connected and respected Cyber Security recruiters in the UK, Chris has developed a unique network within both Government and Private sectors which he leverages effectively to gain insight and establish successful introductions.

Chris leads the Senior, Executive and Search capabilities at InfoSec and counts a host of CISOs and Heads of Security as personal friends as well as established clients. Chris has successfully managed leadership appointments for a variety of technology companies including Sage, SopraSteria, BAE Applied Intelligence (Detica), GEANT, Admiral Insurance, Fujitsu, BT, KPMG, Equifax and IRESS as well as a number of high-growth SME security consultancies including IRM, ITC Secure, CyberOwl and Ripjar.



InfoSec's Commitment to Diversity

InfoSec is committed to the principles of equality, diversity and inclusion in both our workplace and our recruitment processes. We are single minded in the pursuit and development of talent, regardless of the background of the individual. We follow best practice in all the six different areas of equality, namely: Age, Gender, Disability, Religion, Ethnicity, and Sexual Orientation.

InfoSec actively promote and encourage diversity within the cyber security sector. Internally, across our three businesses, we have a healthy distribution with 56% women vs 44% men within the Group. Several the team across the business are STEM ambassadors with several members having presented at local universities, schools and colleges on careers in technology and cyber security over the past two years. We have also embraced flexible working with 20% of our team working flexible and part-time hours.

Diversity within Cyber Security remains a challenge for the sector with only 11% of the workforce globally being women as opposed to 25% in wider technology (Frost & Sullivan report, 2017). Within the UK, this challenge is even more acute with women comprising only 8% of the UK cyber security workforce.

InfoSec supports a number of initiatives around increasing diversity within the sector and recently sponsored a Cyber Cheltenham (CyNam) event which explored this further, featuring talks by Chris Ensor (NCSC), Buck Rogers (CISO, Bank of England), Rebekka Bishop (Northrop Grumman) and Dr Jessica Barker.



InfoSec Search MD, Chris Dunning-Walton at CyNam 18.2



Dr Jessica Barker – Gender Diversity in Cyber at CyNam 18.2



Rebekka Bishop (Northrop Grumman) – igniting the Cyber Spark



Chris Ensor (NCSC) & Buck Rogers (CISO, BoE)

In addition, InfoSec are vocal advocates of the newly-formed Community SOC (<https://www.ukcybersecurityforum.com/community-soc>), a cyber security operations centre which has been set up as a training centre for neurodiversity individuals in cyber security.

While significant progress has been made in terms of gender diversity at a senior level in the sector, we continue to work proactively across the diversity agenda. InfoSec employ a range of techniques to help us source diverse candidate fields for our clients. This is underpinned by a strong values-driven approach of being professional, supportive, open and honest with candidates and clients.

As part of our commitment to diversity, it is our intent to ensure that all shortlists submitted will reflect diversity wherever possible.

Capability Snapshot

- Nearly a decade of experience and knowledge in the information security sector
- A deep and wide talent pool of senior security Executives across industries
- The only Executive Search company with IISP Corporate Membership and Cyber Essentials certification
- The ability to vet assignments and candidates at a deeply technical level, where required
- A transparent and proven process on engagements with the ability to flex
- The opportunity to work with a specialist Search team who demonstrably value honesty, transparency and integrity at the heart of their business

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