



# Why work for InfoSec People

---

+44 (0)1242 507 100  
info@infosecpeople.co.uk  
www.infosecpeople.co.uk

---

# Who we are

---

## Market leading solutions

InfoSec People is an award winning, boutique cyber security and IT recruitment consultancy. Experts in our field, we help our market leading clients to develop robust security postures, building teams from the top down with a consultative and considered approach.

We are ethical recruiters and believe in adding value to everything we do. We build long lasting, meaningful relationships with clients and develop a thorough understanding of their cultures and requirements.

With the success of companies fundamentally driven by the quality of their people, acquiring and retaining talent has never been more important. We believe that recruitment, executed effectively, elevates and enables a business to prosper, and that includes our own. We believe that our team are the best in the industry, and we are committed to continuous improvement, which is why we remain the best cyber technology recruiters in the UK, year after year..

## Engineered Serendipity

There's no such thing as a coincidence; our extensive knowledge and far-reaching networks of industry leaders ensures that our candidates and clients are always 'in the right place at the right time.'

People don't  
buy what you  
do, **they buy**  
**why you do it.**

Simon Sinek



# Meet the InfoSec People team

## Operations



**Ben Craig**  
Owner & Managing Director



**Lauren Thompson**  
Head of Operations



**Carin Olsson-Bramworth**  
Head of Finance



**Harriet Walker**  
Marketing Manager

## 360 Cheltenham



**Joel Hughes**  
Head of Practice  
*Security Consulting*



**Toby Twinning**  
Recruitment Partner  
*Cloud Security*



**Jennifer Wignall**  
Recruitment Partner  
*Cyber Sales*



**Charlie Sargent**  
Recruitment Partner  
*Information Security*

## 360 Bristol



**James Gallen**  
Head of Practice  
*Security Operations*



**Ali Maclean**  
Head of Contract

## Delivery



**Matt Lannen**  
Delivery Team Lead



**Becca Edwards**  
Delivery Partner

## Advisory Board



**Chris Dunning-Walton**  
Board Advisor



**David Clayden**  
Strategic Advisor



**Steve Cottrell**  
Board Advisor



**Mark Schiller**  
Board Advisor



**Buck Rogers**  
Board Advisor

## Our core values

Be the best you can be



Nobody can fire on all cylinders all the time. We believe in **be the best you can be** each day, and it is absolutely OK to have 'off days'!

Do the right thing



We are ethical recruiters, which means that we believe in **always doing the right thing** by clients, candidates, and each other. It's that simple.

Add Value



**Adding value** means bringing a 'why' to every situation. If there's no why, it isn't worth your time or effort. If you can add value, do!

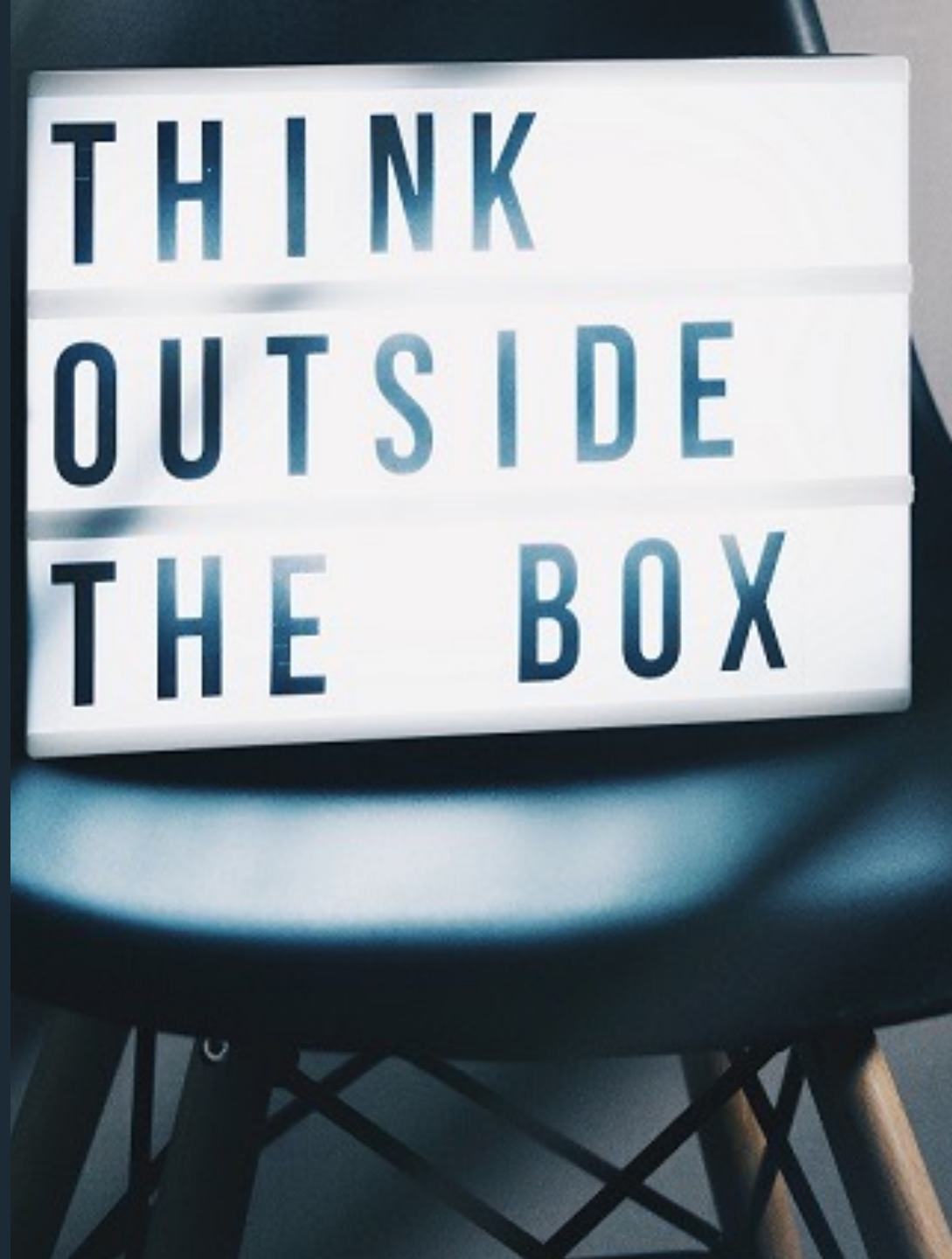


## A culture of trust

InfoSec People is built on a culture of reciprocal trust. We trust our team to take ownership of their own success stories, and the team trust that they will have all of the tools and support they need to thrive.

We are trusted to do our jobs, to ask for help when we need it and to offer help when we can add value to our colleagues. We sit down once a year and define InfoSec's roadmap, discussing where we are and where we want to be. We are a team; everybody is involved and included.

We have some amazing perks at InfoSec People, but these come as part of a great culture, not in place of it; hitting our target at the end of every quarter means we get to choose from a list of incentives like min-golf, bowling, escape rooms and more.



# InfoSec People's perks & benefits



Private healthcare  
with Vitality



Unlimited holiday



Quarterly incentives  
(Inc prizes up to £200, exclusive lunch club,  
half days and more)



Personal development  
budget of £1,000



Regular team building  
events



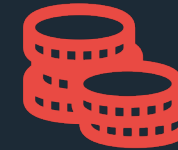
2 Duvet days per year



Incredible networking  
opportunities



Relaxed dress code



Uncapped commission  
paid monthly\*



Tuesday and Friday  
WFH option



Christmas close down  
(Between Christmas day  
and New Years day)



End of Financial year,  
Summer &  
Christmas parties



'Give a day'  
volunteering scheme



Extended lunches for  
exercising

\*No thresholds | 20% commission paid for accounts won | 10% commission paid for in-house accounts | Average deal £11,600 | 40% once 130% of target achieved

# We believe in giving back



InfoSec are committed to positively contributing to the cyber security community. In 2016, InfoSec Founder, Chris Dunning-Walton founded Cyber Cheltenham (CyNam - [www.cynam.org](http://www.cynam.org)), a platform for Cheltenham's thriving cyber security community to collaborate, network and innovate. CyNam is now the UK's largest cyber cluster, and has gained full support from GCHQ, NCSC, DCMS and the Gloucestershire Police, as well as local government and academia with over 300 people attending headline events.



InfoSec are a Leader Level Community Partner with techSPARK within their Bristol & Bath Cyber cluster. As a not-for-profit organisation, they rely on the financial support of its community to deliver events and activities throughout the year. We directly contribute to the growth, skills development, and innovation within the cybersecurity ecosystem in Bristol and Bath.



# What we do

---



## Capability Across Information Security

We work with permanent, contract and interim cyber security professionals, with knowledge and capability to supply businesses across the full cyber security landscape. This includes:

### Security Operations

- SOC Analysts
- SOC Managers
- SIEM Consultants
- Incident Responders
- Security Engineers
- IDAM Consultants

### Technical Cyber

- Penetration Testers
- Security Architects
- Cloud Security Specialists
- Vulnerability Researchers
- Reverse Engineering

### Governance, Risk & Compliance

- ISO / PCI Consultants
- Risk & Assurance Specialists
- GDPR Consultants
- Security Consultants

### Cyber Security Sales Professionals

- Head of Cyber Security Sales
- Account Managers
- Business Development Executives
- Presales Consultants
- Bid Managers
- Bid Writers
- Customer Success Managers

### Senior Management / Exec Search

- CISOs
- CIOs
- CTOs
- Head of Information Security (Global)
- Security Practice Directors
- Security Managers
- Security Officers
- Head of Security Awareness

# Capability Across IT

InfoSec People’s knowledge and capability to supply across IT, covers software engineering and development as well the wider IT landscape. Our expertise lies in technical support and hosted operations, network engineering and database management, full development and design lifecycle, up to and including senior hires for management and leadership positions. This includes (but not limited to):

## Design Teams

- User Interface Designers
- User Researchers
- UX Designers
- Content Designers
- Graphic Designers
- Digital Designers
- Product Designers

## Software Teams

- Back End Developers
- UI Developers
- Full Stack Developers
- Front End Developers
- Automation Testers
- Manual Testers
- Technical Architects
- Technical Authors
- System Engineers
- AI / Machine Learning

## Agile Transformation

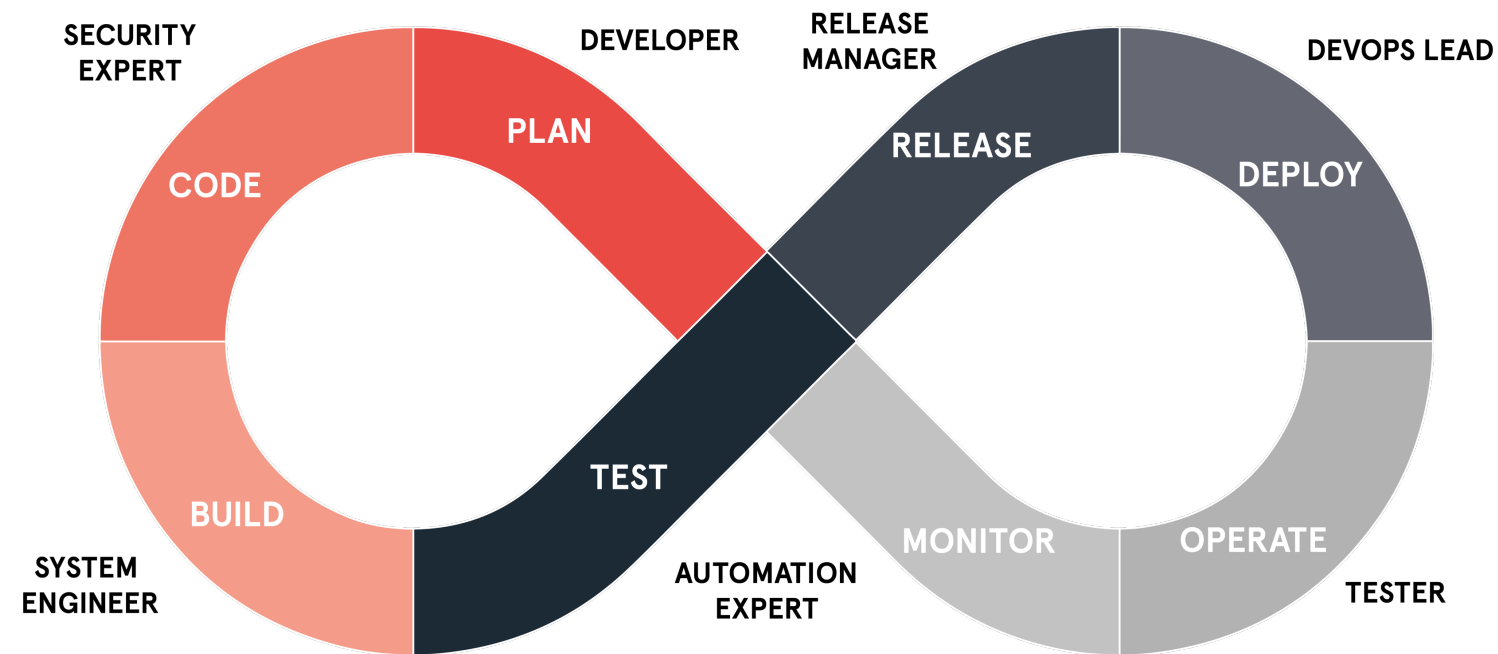
- Agile Coaches
- Scrum Masters
- Programme Managers
- Product Owners
- Product Managers
- Business Analysts
- Business Architects
- Solution Architects
- Enterprise Architects

## Cloud/Automation

- DevOps
- Automation Experts
- Cloud Migration Engineers
- Security Experts

## Data

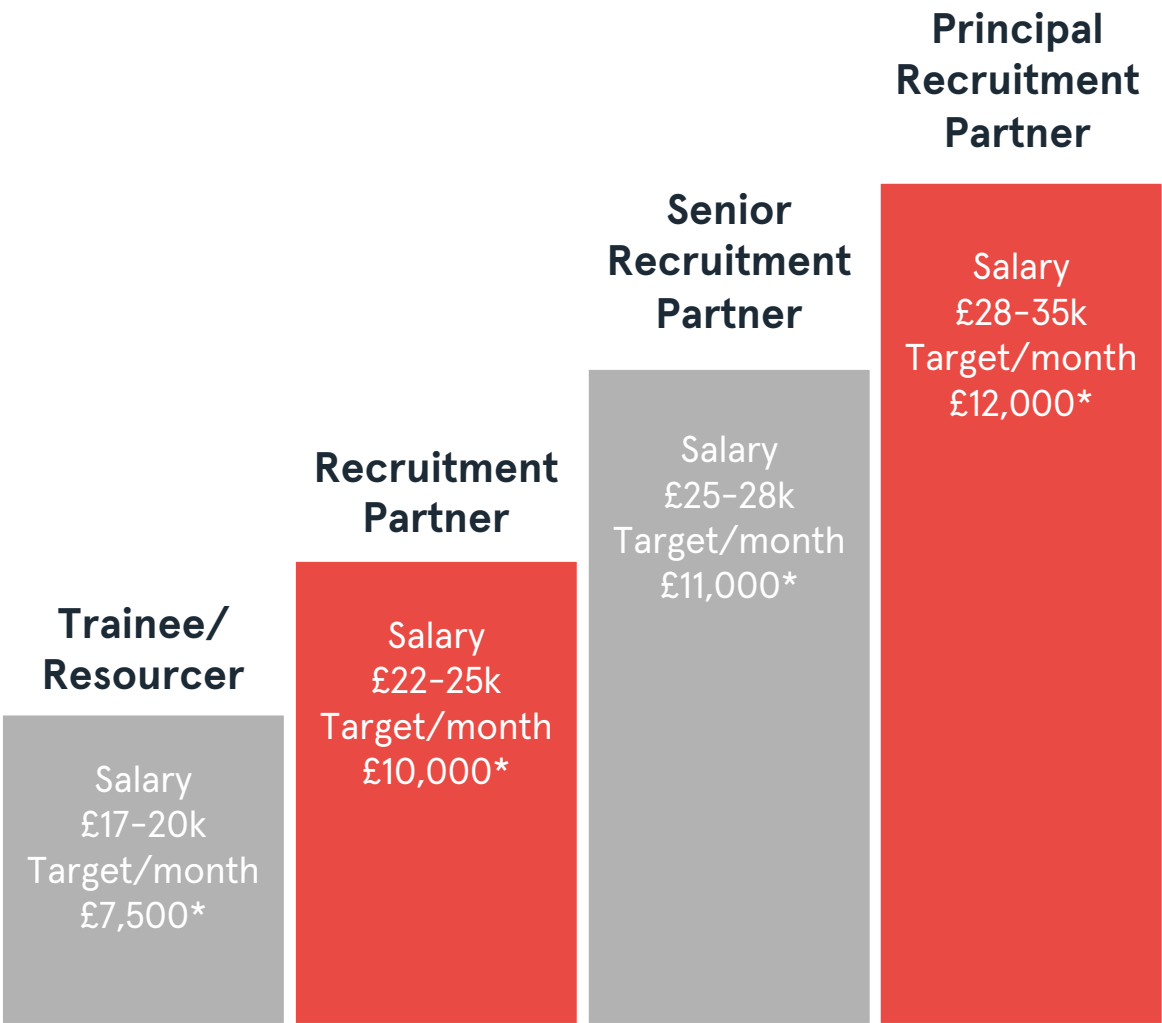
- Data Architect
- Data Analytics
- Data Management
- Data Engineering
- Data Science



## Some of our valued clients



# Recruitment Consultant Progression and Rewards



\*Approximate

**20% commission on accounts won by consultant**

**No thresholds**

**Uncapped commission**

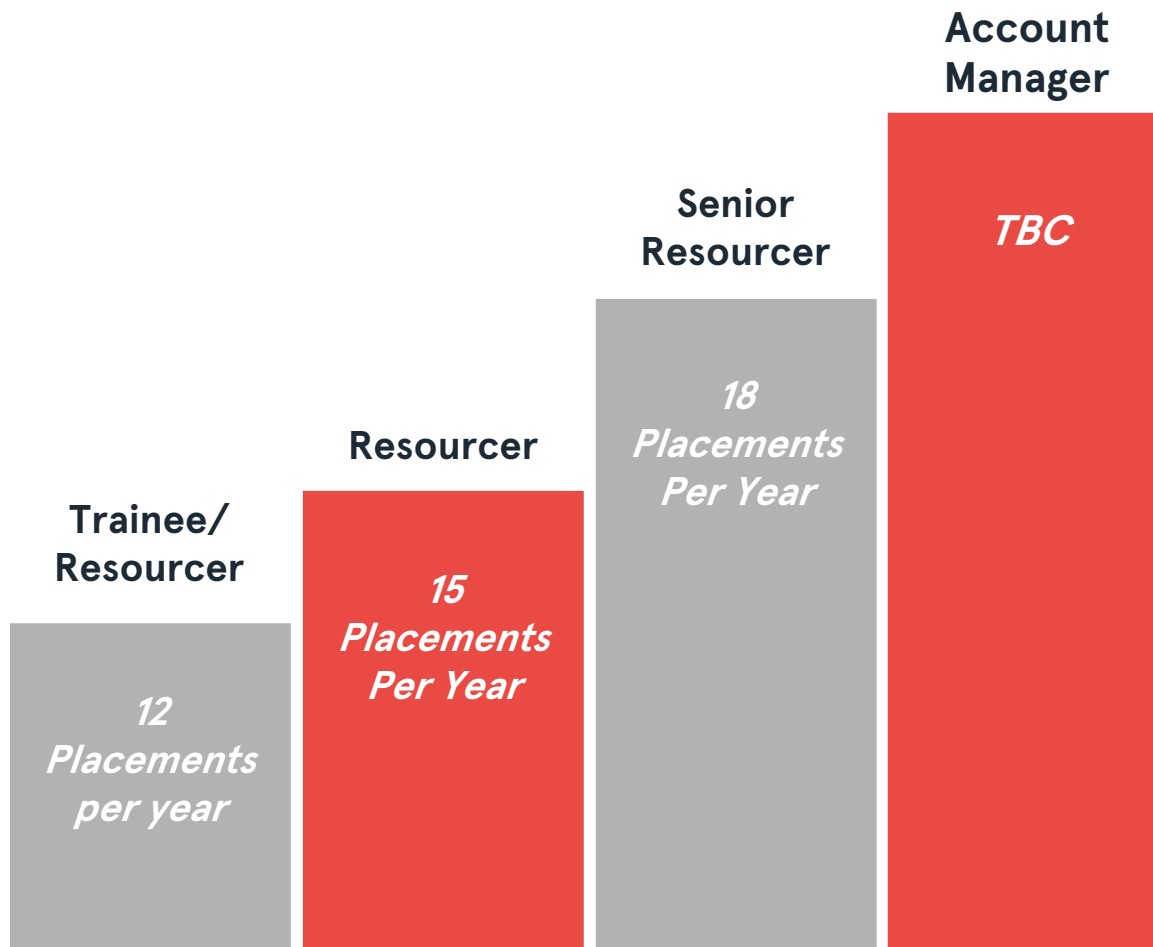
**£1000 annual training budget**

**Additional, personal rewards for exceptional performance**

**Pick your own prize for a £50K Quarter**

# Delivery Partner Progression and Rewards

---



\*Approximate

**7.5-10% commission**

**No thresholds**

**£1000 annual training budget**

**Uncapped commission**

**Additional, personal rewards for exceptional performance**

**Pick your own prize for a £50K Quarter**



## More than just recruitment

Cheltenham is a thriving town full of exciting start ups and global tech companies. At InfoSec People we play a huge part in this community and are involved in a number of exciting initiatives which support the wider cyber technology industry.

We are affiliated with and accredited by the following organisations:



**We are determined in the pursuit and development of talent, regardless of the background of the individual.**

## Commitment to EDI & Neurodiversity

InfoSec People is committed to the principles of equality, diversity and inclusion, and neurodiversity in both our workplace and throughout our recruitment processes. We are determined in the pursuit and development of talent, regardless of the background of the individual. We follow best practice in all of the nine different areas of equality, namely: age, gender/gender reassignment, disability, religion, ethnicity, marital status, maternal status, and sexual orientation.

While significant progress has been made with regards to gender diversity 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 and neurodiversity, it is our intent to ensure that all shortlists submitted reflect diversity wherever possible.

# What we want

---

# Would you like to join us?

Contact  
lauren@infosecpeople.co.uk  
for an initial, confidential and  
no-obligation conversation.

InfoSec People's team is full of motivated, driven and down-to-earth people. We thrive on teamwork, doing the right thing and delivering results, and we are expanding our phenomenal team.

## We'd love to hear from you if:

- ⦿ You are ambitious and motivated to succeed, without compromising service levels or ethics.
- ⦿ You enjoy a challenge and are dedicated to achieving and exceeding goals
- ⦿ You value building long term relationships
- ⦿ You want to further your recruitment career and relish training opportunities
- ⦿ You want to deliver on exciting projects through hard work and with the support of InfoSec People
- ⦿ You want to be an integral part of growing a niche, boutique recruitment business with long-term goals.

**Our typical assignments are around £40,000 – £80,000 salary / £350 – £600 contract day rate. Average fees are £10,000 at 18%**

## We are probably not for you if:

- ⦿ You are willing to sell at any cost.
- ⦿ You compromise your ethics to get a deal.
- ⦿ You don't listen to your clients, candidates, or teammates.

# Further reading and information

---

[www.infosecpeople.co.uk](http://www.infosecpeople.co.uk) – Our website

[‘Don’t say the “R” word’](#) – Chris Dunning-Walton talks about why recruiters MUST consult

[www.cynam.org](http://www.cynam.org) – CyNam (Cyber Cheltenham) website

<https://techspark.co/> – techSPARK website

[Joel Hughes, Six months at InfoSec People](#) – See what it’s like to work with us

[Benjamin Craig’s LinkedIn](#) – Managing Director and Owner of InfoSec People

[Perks of working for InfoSec People](#) – Check out our Summer Party and our perks/benefit package

[10 reasons to join InfoSec People](#) – Have a look at some of the amazing reasons to join InfoSec People



info@infosecpeople.co.uk



01242 507 100