



Partner: **Cyber Security Client (Confidential)**
Possibility: **Securing tech talent locally**



Client

This client is one of Saudi Arabia's leading IT solution providers and managed cyber security companies.



Relationship

After quickly fulfilling an urgent requirement from an old contact who had recently joined the organisation, we developed relationships with stakeholders across the business. A strong and fruitful ongoing partnership was formed.



Task

The local challenge

To expand their internal managed security services (MSS) team, the client was seeking 15 to 20 talented people to manage the operation center. To drive Saudization requirements – a government regulation to employ a certain number of locals – a team of Saudi nationals was requested.

Our consultants' challenge was finding these exact skills in a local talent pool, within a remarkably competitive marketplace.



Solution

Every tool for every chance

We quickly set to work using the tools at our disposal. LinkedIn, job boards (GulfTalent, MonsterGulf) and our internal database.

But the most valuable resource was our own talent network and referral process – the skillsets required tend to be prevalent in many Saudi friendship groups. We acted on this insight and were able to provide between 60 to 80 CVs in a tight timeframe.



Results

An exclusive engagement

In such a competitive marketplace, long negotiations and drawn-out interviews are becoming the norm. But with our support, the client has since hired ten of the candidates we put forward, with another five to ten being finalized as we speak.

As a result, we've been given project exclusivity, with more briefs already on the horizon.