





Curating specialist talent

Through experience comes understanding

The digital revolution has brought with it almost as many challenges as opportunities. High profile stories about data security are in the news for everyone to see. And highly regulated industries like finance, banking, defence and retail, not to mention companies trading online, are holding more and more sensitive information. They need to protect themselves.

At Outsource UK, we help cyber-conscious companies to build their own teams that will ensure that they can respond immediately to any security threats and limit the impact to the organisation. We call it Curating Specialist Talent, and it's how we ensure you get the staffing results you're looking for.

Who we are

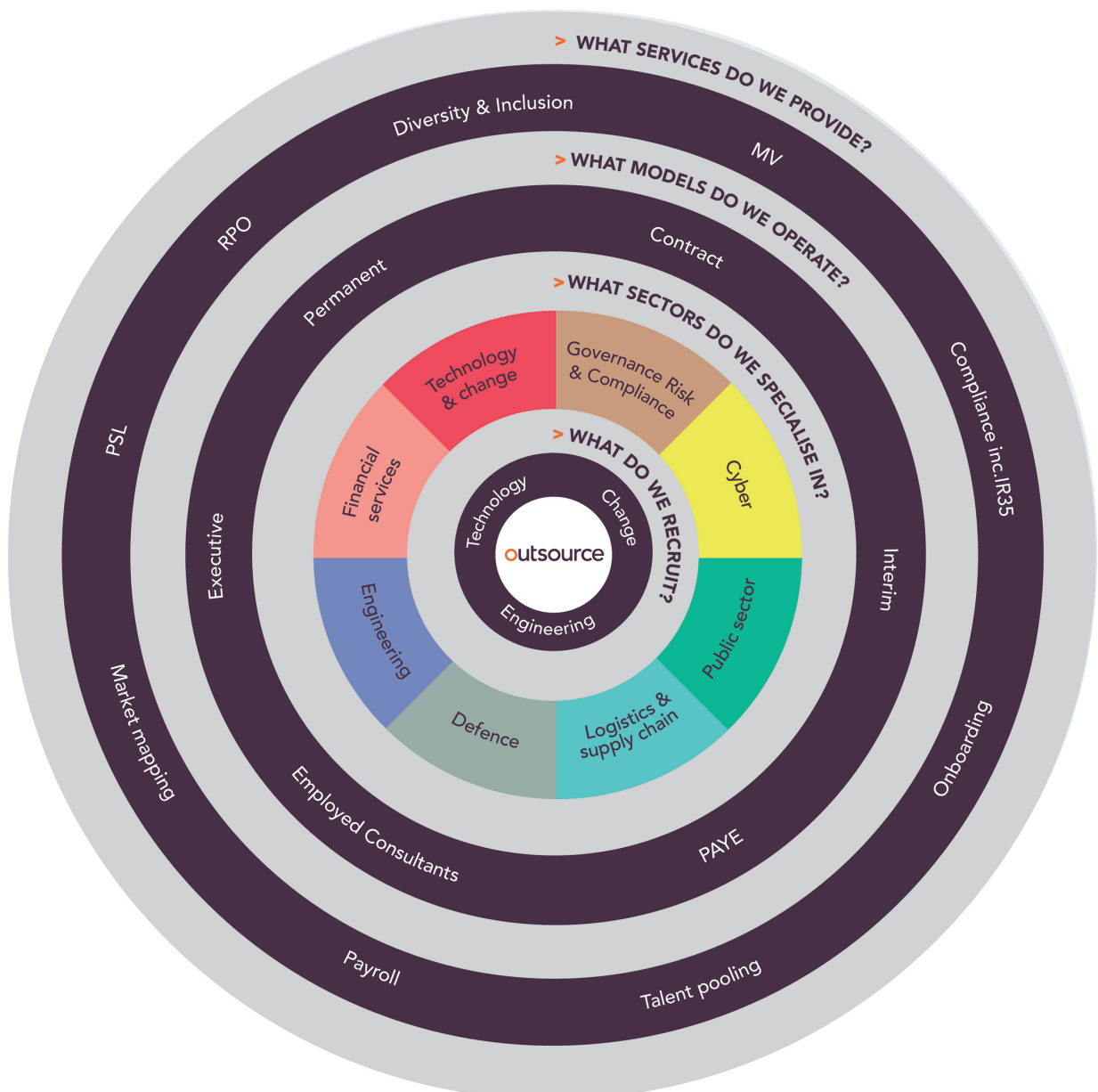
Taking care of
Cyber recruitment.

Our wealth of experience recruiting within Cyber means that you can focus on the specifics of what you need, without having to provide us with line-by-line explanations.

With us, you get the best possible specialist advice. A skills shortage in this relatively new sector means we have to work harder to find the right candidates for you. But, having already built up a valuable network, we are in the very best possible place to be able to do that.

We're one of Britain's largest independent specialist staffing agencies and whatever your challenge, be it big or small, we'll be able to provide you with the solution you're looking for.

We are also the only Northern England CERIS-approved staffing provider who has committed to ongoing personal and professional development in Information Security.





A handcrafted approach

Helping you to make better informed staffing decisions.

The relationships we've built over the years with both clients and candidates have given us an unrivalled insight into the challenges, deadlines and opportunities that you face every day. This means that you can turn to us whenever you need our input and advice, confident that our tailor-made solution will help you fulfil your goals, big or small. Our honest appraisal of your requirements and the unique suggestions we make will enable you to make smarter, better informed staffing decisions.

Permanent / Contract / Interim / Executive / PAYE / Bench Resource
Our Cyber division offers the full suite of service offerings and will be happy to adapt and mould them to your needs. Testimonials and case studies are available on request.

"Timely availability, good relationship, approachable at any time; their resource management is outstanding."

Our specialist sectors

Our specialist team looks after roles covering all aspects of the Cyber world, from strategy to pen testing. Whether you need someone to help you identify the threats and vulnerabilities in your estate, defend against risks or resolve a security crisis, we can help you find the right person for the job.



Supplying you with people you need

Over the years, we have become integral to our clients' staffing success by listening to their challenges and becoming a vital part of their recruitment team. Below are just a selection of the roles that we are regularly asked to fulfil.

Cyber Security Architects

Helping with the design of new, secure systems.

Security Engineers

To implement, engineer and configure secure infrastructure. This could be around email, DLP, endpoint security, encryption and vulnerability management products among other things.

Identity and Access Management specialists

Designing, implementing and configuring IAM products including CyberArk, Sailpoint, Oracle OIM, ForgeRock and NetIQ.

Governance / Risk / Compliance / Information Assurance / Audit

Identifying and managing system risks and issues.

Incident Response Experts

Supporting you in the event of a security breach.

Penetration Testers / Ethical Hackers / Check Team Leaders

Testing new and existing systems, networks and web applications for vulnerabilities.

Application Security Consultants

To design, develop and lead teams that build robust products incorporating security into the SDLC.

Security Operations Centre Staff

Responsible for defining SOC policy and strategy, as well as triaging and investigating security incidents using SIEM tools such as Splunk, ArcSight, QRadar.

Vulnerability Researchers & Exploit Developers

Investigating, researching and refining new exploits and attack methodology.

Red Teamers

Simulating advanced targeted attacks and conducting social engineering exercises.

Cyber Security Managers – Technical

For management of Cyber Security teams such as SOC, Threat Intelligence, Threat Detection, Security Engineering, Security Architecture, or roles that encompass technical responsibility for all of the above.

Cyber Security Managers – Strategy

Managing the strategy for Cyber security, either as a CISO or from a Cyber risk management perspective.



DID YOU KNOW?

We have a network of over 500 Cyber Security professionals who are not on the open market.

Our approach

Outsource UK customers rate us 4.5 stars out of 5

feefo 
The Global Feedback Engine



We listen

By paying attention to your exacting requirements, we can make sure that every candidate we supply you with is well worth an interview. It's about quality, not quantity.

We're agile

We have a network of thousands of professionals to reach out to when we're searching for the right fit for a role. And if our suggested candidate is out of your budget, we'll look elsewhere to deliver extraordinary solutions to your everyday challenges.

We work in partnership

After a position has been filled, we don't just leave you to it. You can expect us to remain in communication, to act on the feedback you give us and deliver a service based on continuous improvement.

Tailored Solutions

A couple of our fresh ideas to help meet your hiring challenges, which we can design around your needs:

Outsource UK's Women into Cyber programme

We have developed this in association with a valued Defence client who has been regularly recruiting within their Product Security space.

They have a great inclusive environment, their own training and development programme and mentorship programmes within their business already which means they can upskill talent with some transferable skills. We hosted an assessment day for them at our Head Office, which comprised of a murder mystery group exercise, and the client's own interview process which looks for knowledge of the engineering lifecycle or an understanding of how this lifecycle works.

We had 11 ladies join us for the day, with 2 being selected for final interview and then offered a position. These ladies all have a great mix of skillsets, from career returners working in IT or in Marketing, and even a vet who is training in security and coding in her own time! We have partnered with a training provider who can provide bespoke technical training as required if a client doesn't have the bandwidth to train already.

Military Hire programme

One of our consultancy clients is a keen advocate for military veterans but works in a professional services environment, with tough client deadlines and a work from home culture which means that there isn't always one-to-one support for consultants.

Outsource has a bench consultant model, whereby we hire the candidates for the first 12 months, with ongoing training and development that is bespoke to the client's and candidate's need. This consultant is then contracted to the end client for the 12 month period, whilst they are in training and learning about the client's processes and ways of working. The client was able to secure a 50% utilisation rate for this candidate whilst they were in training mode.

For this particular project, we took a military PM and provided with ongoing Project, Excel and Clarity training whilst the client trained them in Cyber Security projects, and we were also able to provide that ongoing support for the candidate whilst they were home-based. After a successful 12 month period, the candidate could then transitioned to a permanent member of the client's team.



Taking care of everything

It's not just our specialist experience that sets us apart, it's the way we work in partnership.

The phrase 'taking care of everything' is integral to the way we work. By its very nature recruitment is about people, so we make sure we put people at the very heart of everything we do. Similarly, we know that the best long-term relationships are based on trust.

Caring about our clients

We care about the businesses we work with and we want to see them succeed. Our aim is to help clients resolve their skills challenges, not merely fill holes in their workforce.

And we don't stop there. We offer a full onboarding and compliance service, bespoke to the level of service

you need, and specialise in providing security cleared candidates. We also have dedicated client and candidate care teams and have extensive experience of working closely with blended workforces. Whatever the mixture of resources in your organisation, we'll be by your side for the long term.

Caring about our candidates

It's only by building lasting relationships with highly skilled professionals that we're able to keep offering the great service we do. We support our network of candidates, learn about their passions, champion their skills and work to resolve their issues.

"I could not have asked for a better recruiter to help me gain my ideal job. Thank you Cyber team."

Electronic Warfare Manager

Let's start today...

Get in touch to find out more about the specialist Cyber staffing services we offer:

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