



# Cyber Security Sales & Services

Practice Overview



**Stott and May**

Professional Search Limited

Transform. Today



# transform.

## ARE YOU TURNING PRODUCT VISION INTO TANGIBLE VALUE?

Stott and May's Cyber Security Sales practice have played an active role in the growth story of some of the most ambitious and exciting technology vendors in the market. We help our clients realise the full potential of their product vision by connecting them with sales, pre-sales and professional services talent capable of articulating even the most complex of propositions to stakeholders at varying levels of the organisation from the boardroom to the security operations centre.

Our position in the market is as a consequence of a unique mind-set which enables more collaborative and strategic outcomes. Whether we are working with candidates or clients our approach is uniform. We start by considering your objectives, understanding what you want to achieve and perhaps most importantly why it really matters to your business. It's only at that point that we can augment and refine your existing processes to help you on your journey to successful business outcomes from talent acquisition.

## HOW WILL YOU KNOW WHEN YOU NEED US?

1. You are experiencing a high volume of 'failed' internal campaigns.
2. You are struggling to source candidates with niche cyber domain knowledge.
3. You don't have the brand to lure candidates away from established competitors.
4. You want to improve your visibility of the passive market and create more options.
5. You are expanding into new geographies but don't have an established network of candidates.
6. You need to rapidly increase headcount to meet aggressive targets due to accelerated organic growth or recent investment.

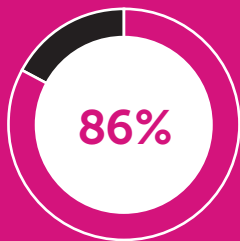
execute.

## RECENTLY COMPLETED PROJECTS

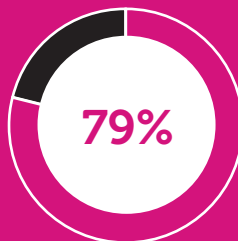
To give you a sense of the types of assignments we engage in here's just a few examples of roles we have recently filled:

|                           |                               |                                  |
|---------------------------|-------------------------------|----------------------------------|
| Account Manager           | Pre-Sales Manager             | Alliances Manager                |
| Global Account Director   | Professional Services Manager | Professional Services Consultant |
| Territory Account Manager | Senior Sales Engineer         | Solution Architect               |
| Sales Director            | Regional Sales Director       | General Manager                  |

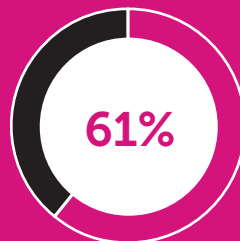
## OUR CREDENTIALS IN CYBER SECURITY SALES & SERVICES



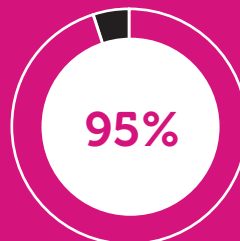
CV to interview rate



1st interview success rate



1st interview to offer rate



Offer acceptance rate

“I have worked with Stott and May for several years and they have assisted me in finding top talent across EMEA. They took the time to understand the DNA required to be successful within my team and the broader organisation. This has led to a relationship built on trust. They have a refreshing approach to recruitment, far more than just candidate’s c.v.’s forwarded from job boards.”

- SVP & GM EMEA at NSFOCUS

# compete.

## ATTRACT THE BEST IN FEARCELY COMPETITIVE MARKETS

**We pride ourselves on understanding the complexities of the cyber security market so that we can tell your story.**

“One of the most common things clients neglect about hiring sales and services talent in cyber security is the need for recruiters and internal teams to really understand the market landscape. This allows them to position and in many cases ‘sell’ the opportunity appropriately to candidates. Whether you are an established incumbent or an emerging start up the key is to attract the best talent from the competition by articulating what makes your vision, technology and broader organisation special whilst also being mindful of salary benchmarks. At Stott and May we have been privileged to have been trusted by some of the most exciting brands in the industry to tell their story, map out the market and add value at every stage of their search process.”

**Patrick Harrison**  
**Manager, Cyber Security Sales & Services**





deliver.

WHAT DO OUR CLIENTS  
SAY ABOUT US?

"I have known Stott and May for many years and they helped me in recruiting the right talent. They have a deep knowledge of the security market, as well as being embedded in the industry. They always clearly understood the specific requirements for the different roles they were searching for."

- Regional Director DACH & Eastern Europe

**BLUE COAT**

"I've really enjoyed working with Stott and May. They have supported me in recruiting senior sales account managers. They are highly experienced recruiters, very professional, discreet and focused. I strongly recommend them to anybody looking to expand"

- Enterprise Sales Director



"I have been working with Stott and May for international hires over the last two years. They have been very professional, and I truly value their understanding of the cyber security landscape. They have a unique value to find the right talent on time. Exceptionally easy to work with."

- Regional Sales Director Iberia, Italy, Greece, Malta and Cyprus



"Stott and May were outstanding when I worked with them on my current role. A very straight forward, knowledgeable and no-nonsense approach made them a pleasure to deal with. What truly sets them apart is their industry knowledge. Thoroughly recommended."

- Director EMEA





# partner.

## MEET THE KEY PEOPLE.

When you work with the Cyber Security Sales practice at Stott and May you can have complete confidence that you're engaging with specialist recruiters who have a proven track record in enabling internal talent acquisition functions to break through the barriers associated with resourcing niche cyber security talent. Here's just a few of the team that will help you accelerate your billings.



**Patrick Harrison**  
Manager, Cyber Security Sales & Services

Covering all things technical in the security vendor space, Patrick is a self-motivated, highly organised professional with in depth experience placing technical and strategic-level professionals. He is practiced in understanding business requirements, client needs and delivering tailored resourcing strategies to meet each request for talent. His approach is professional, consultative, transparent and proactive. He has strong relationship building and consultative skills which he uses to provide roundtable events on a quarterly basis.



**Farzhana Razvi**  
Account Manager

As a member of the Cyber Security Vendor team, Farzhana supports world leading security companies as they grow their EMEA organisation. She has an extensive network across sales, pre-sales and hands on technical individuals in many countries across the region. Farzhana has a proven track record of establishing start-up software companies entering the market for the first time, whilst she is equally at home when growing out the teams of the biggest software companies within the security space. Due to the breadth of projects that Farzhana has successfully completed, she has an unrivalled understanding of the individuals that are required for a company to grow in this highly competitive space.

"Working with Stott and May was refreshing – They were straight to the point, managed the recruitment process and were open to new ideas and approaches."

- European Director at Carbon Black



**London**

6th Floor, Cannon Green  
27 Bush Lane  
London, EC4R 0AA, UK

+44 (0) 207 496 3650  
london@stottandmay.com

**Los Angeles**

5792 W Jefferson Blvd  
Los Angeles  
CA 90016, USA

+1 310 237 6848  
losangeles@stottandmay.com

**Reading**

Ground Floor, Forbury Works  
37-43 Blagrove Street  
Reading, RG1 1PZ, UK

+44 (0) 118 908 1580  
reading@stottandmay.com

**Greenville**

101 N. Main Street  
Suite 309, Greenville  
SC 29601, USA

+1 929 777 8474  
greenville@stottandmay.com

**New York**

10 West 18th Street  
9th Floor  
New York, NY 10011

+1 929 276 3781  
newyork@stottandmay.com

## ABOUT STOTT & MAY.

Founded in 2009 Stott and May are a professional search firm with a passion for helping leaders achieve complete confidence that they have hired the right talent, first time in fiercely competitive markets. We believe you should never have to make the choice between quality of candidate and time to hire.

As a result, our business has been founded on the principle of offering a premier standard of search service delivered in vastly accelerated timescales, that our competition simply cannot match. Because after all this is about more than just recruitment, it's about turning your business vision into reality.



# Stott and May

Professional Search Limited