

Acumin Case Study

Candidate : Steve Daniels

Position : Head of Cyber Security and Information Assurance (CS&IA)

Company : Detica Limited, Part of BAE Systems

Acumin Consulting worked very closely with Steve Daniels to understand his skills, experience, requirements and his personal attributes that would most differentiate him from the competition.

With a comprehensive knowledge of the Security & Managed Services landscape, Acumin were able to very quickly identify several organisations that would not only suit Steve's cultural style, but where he would also add significant value. Several approaches were made through Acumin's high-level contacts, resulting in the acceptance of the "perfect position" working for Detica as the Head of Cyber Security and Information Assurance.

Detica specialises in collecting, managing and exploiting information to reveal actionable intelligence. One of the specialist fields within Detica's information Management Excellence services is information risk management and within that information security, compliance, assurance and continuity management.

Bought by BAE Systems in Sept 2008, Detica is directly responsible for the Security components of BAE's strategy. BAE intend to retain Detica's strong reputation for thought leadership in CS&IA whilst extending it's traditionally 'quiet expertise' to a wider audience both in the UK and overseas. Significant and complementary experience and skills would be required in order to build the propositions and profile of Detica's CS&IA Practice to win ground breaking work in those new sectors. Given that Steve had written official UK Government guidelines and international standards on the topics of Enterprise Risk Management, Continuity Management and Health Software Safety as

well as his desire to take an existing capability, add content to it and subsequently take it to new markets, it was a potential 'win win' for Acumin to bring the two together.

Steve recalls using Acumin at two previous organisations where he had been involved in the building of teams e.g. in Alliances and Managed Services sales "Choosing Acumin seemed to be a natural selection, I had never heard a bad word about Acumin – they were a party I knew I could trust". Steve was invited to Acumin's offices to meet with the consultants, who went through his CV thoroughly and took time to get to know Steve. "I was immediately encouraged by the professionalism shown, which is sadly all too rare" recalls Steve.

Acumin quickly built a level of intimacy with senior people at Detica, in which they correctly diagnosed the challenges, suggested solutions and got them sanctioned by the appropriate people and simply worked hard for both Detica and myself. Everyone involved was patently after the same thing! Throughout, Acumin still worked effectively as an advisor to both parties and I'm confident they would never have advised me to take a role I was not suited for, nor advised Detica to make an offer if I had not suited them.

Acumin had a clear understanding of what Steve Daniels had to offer and were able to work with Detica to find a career match.

"Acumin understood all the elements of my career and deployed them most effectively. I was pleasantly surprised to find it was Acumin's MD who handled my 'case' in person" asserts Steve.

Due to Acumin's relationship they were able to negotiate the process and provide Steve with ample exposure to the senior directors within Detica. Steve recalls

"I had 4 interviews in just 2 weeks with both subject matter experts and senior directors of delivery, strategy and business development. That access was impressive but also meant that both parties knew by the 4th interview that a good deal was in place."

"But most importantly," Says Steve "I never felt like I was in a machine. I was handled as a valued candidate and every effort was made to ensure I found the right match not just any match."

Acumin continues to work closely with Steve Daniels at Detica to help him extend those propositions to new markets through both the introduction of staff and pertinent market knowledge. "Acumin's follow up has been very valuable" Steve confirms.

Acumin is the leading provider of Information Risk Management staff in the UK. Established since 1998, our specialist team of consultants have unrivalled knowledge of the Information Security, Business Continuity, Storage and Data Protection markets. We supply both permanent and contract staff at all levels to industries spanning all sectors from first tier banks to global consultancies across EMEA.

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