



Executive Search Case Study

Organisation : **GrIDsure**

Position : **Chief Executive Officer (CEO)**

GrIDsure was founded in 2005 by a team of investors following the development of an innovative high-security ID authentication technology that generates one-time PINs/passwords without the need for additional tokens or any other hardware. 'One-time' codes are more secure than static passwords and resilient to 'spyware' threats, creating an extra security layer, which can work on its own or alongside all existing or future technologies such as biometrics.

Since its inception, the company has grown its core team and now operates in international markets including Europe and the Middle East. It offers a portfolio of products including GrIDsure Solo and GrIDsure Enterprise with integrated multilingual technology. Tier one vendors such as Microsoft and BT have since partnered with the business to roll out the ID authentication within its own products and customers.

GrIDsure was growing fast but the board recognised to take the company to the next level, it required a leader with experience of building up technology startups and growing a channel business. A decision was made to hire a Chief Executive Officer (CEO) with the primary objective of elevating the company in terms of operations and sales, fulfilling the future profit and growth opportunities.

Acumin Consulting was selected to manage the hire of the CEO due to its reputation for selecting high caliber candidates with security and technology expertise, alongside business experience.

Acumin created a job specification for the client following an in-depth consultation with the investors to determine the issues that needed to be addressed, and the qualities they would value from an individual to match that of the organisation.

Following a review of the Acumin network of candidates Simon Hember, managing director, Acumin Consulting selected a short-list of individuals for GrIDsure to review. The interview process involved a series of face-to-face meetings with the investors and presentations to the board. Following the rigorous interview process Daniel Mothersdale was appointed.

Daniel was selected for his exceptional record of changing and developing companies on an International basis within the IT Security, Networking, Telecoms and Software sector, specifically startups. His experience of planning and executing corporate strategies stood out to the GrIDsure board as an appropriate match to the requirements of the organisation, along with his proven leadership skills and ability to galvanise the team to support the up scale of the business.

Since joining GrIDsure as CEO, Daniel has been focused on building out business operations and hiring sales and marketing executives that can support the growth of the company into 2011. He has also overseen office relocation in response to the growth of the business.

“During my career I have enjoyed and been successful at growing companies in either the start-up stage or in corporate change situations. The role at GrIDsure appealed as a challenging next step, and I felt my previous experience set me in good stead to upscale the business. The consultants at Acumin presented a clear insight into the organisation and the requirements of the role, giving me a head start in understanding the best strategy to take GrIDsure into a profitable and successful future.”

Daniel Mothersdale
CEO - GrIDsure

GrIDsure has asked the Acumin Consultants to support the search and selection of additional roles including a Director of Marketing, Head of Sales and other key roles within the organisation.

Established in 1998, Acumin is the leading provider of recruitment services to the Information Security and Risk Management markets. Supporting this core offering, Acumin provide Go-To-Market services to technology vendors enabling geographic expansion and sales acceleration across EMEA.

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