

Case Study Three[◇]

A New Line of Business

A large enterprise with a focus on delivering Managed Services to an established and significant base of enterprise clients wanted to grow their offerings to include MSS (Managed Security Services) but lacked the technical and delivery staff to do so.

We worked with our client to help establish a roadmap of what the end result for the team would be, and how they should grow this business unit without incurring any significant upfront costs. One business unit leader, and 8 direct reports are who finally made up the team.

Mercuras identified, engaged, and acquired a thought-leader in information & cyber security that had delivered talks to global audiences and was seen as one of the best technical minds in the industry. By talking him through the opportunity and requesting some latitude and plasticity of the roles focus, we were able to secure him and both sides have been exceptionally happy thus far. Spearheading this new business unit, this Security Director was able to get the attention and commitment from some very large organisations for several programs of work. By teaming up with him as a hiring manager, we worked together to populate his team with an exceptionally capable 'A-Team' of security professionals able to secure more work and become cost-neutral very quickly, without any dedicated commercial members.

Through reputation alone, we were able to lock onto the key members and deliberately build a high-performing team from the top down. By leveraging social media and engaging a very wide audience, we attracted exceptionally capable technical talent from South America, Singapore, the UK, and interstate Australia.

The overheads of engaging and acquiring exceptional talent in such a competitive market were much higher than usual. We were still able to deliver the entire program inside 12 months, and at costs substantially lower than contingent recruitment, assuming a traditional agency would have even been able to locate and secure the people we did. At base recruitment rates (already less than half a typical search engagement) the total costs for the team would have been double the Mercuras ODA solution chosen.

generic Contingent Recruitment

Security Director
\$30,000

Hiring Technical Team
\$132,000

Total Cost Of Recruitment PA
\$162,000

mercuras On Demand Acquisition

Talent Management PA
\$24,000

Security Director
\$16,000

Hiring Technical Team
\$70,400

Total Cost Of Recruitment PA
\$110,400