



# Meet Your Future Technology Executive

Executive Search Process and Methodology



Connecting Technology with Talent.



# Introduction

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Technology executives play a critical role in your organization.

In a rapidly evolving cybersecurity landscape with stricter data privacy legislation and a growing hunger for big data to improve customer experiences, top-tier technology leaders have never been more important.

Bringing your organization to the next level begins with recognizing that the type of technology executive required is aligned with your company stage, unique environment, model, and culture.

As North America's leading technology executive search firm, our structured, rigorous, and scientific methodology is configured to each client's unique requirements. This guarantees that every candidate delivered possesses the right leadership skills, psychometric profile, go-to-market, and business management experiences needed to elevate and unlock your digital ambition.

**Join the firms that have trusted Bronson Technical Search to help them hire the perfect leader. ■**



# Why Bronson?

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Backed by data-driven insights, modern tools, and a deep network of relationships within the US and Canada's technical talent pool, we adapt each search to your specific needs to recruit top IT and business talent.



## **Cybersecurity and Data Specialization**

Bronson Technical Search specializes in recruitment and staffing for data analytics and cybersecurity roles.



## **Extensive Tech Talent Network**

Over thirty years, Bronson has built a deep web of relationships with the US and Canada's senior technical talent pool.



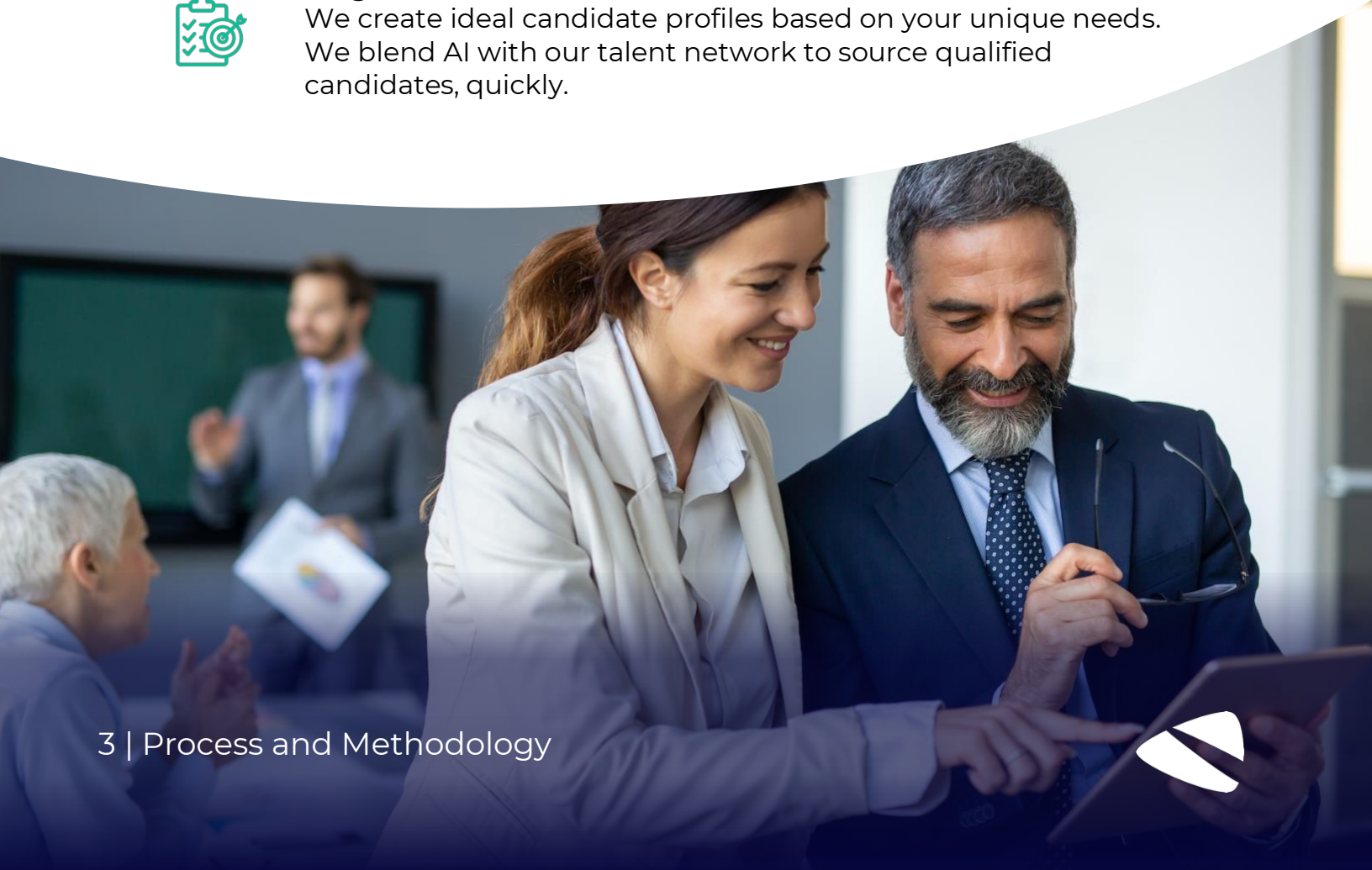
## **Scientific Methodology**

Our process includes rigorous psychometric assessments, skills validation, and experience checks to confirm candidate profile and cultural fit.



## **Targeted Search**

We create ideal candidate profiles based on your unique needs. We blend AI with our talent network to source qualified candidates, quickly.







## Cybersecurity Specialization

With cybersecurity threats growing daily amid a global skills shortage, time is of the essence to find and hire the right talent to mitigate risk and protect your enterprise from attacks.

3.5 M

Unfilled Cybersecurity  
Jobs by 2023

\$9.44M

Avg. Cost of a Data  
Breach in 2022

2,200

Daily Cybersecurity  
Events

41%

Increase in Ransomware  
Attacks in 2022

We source cybersecurity personnel across various roles and key domains, including:

- CIO / CISO
- Security Analyst
- Penetration Tester
- Incident Response Analyst
- Information Security Manager
- Cybercrime Investigator
- Cloud Security Engineer
- Compliance and Regulatory Specialist





## Data Analytics Specialization

By 2025, worldwide data is expected to grow by 175 zettabytes.

Managing these vast quantities of data effectively and deriving key business insights from them is now a top priority for organizations across the US and Canada.

Bronson Technical Search's team understands what it takes for large-scale data analytics projects to be successful. Our team has experience supporting data mining, forecasting, real-world simulation, and data visualization projects for enterprises across North America.

To support your data strategy, we source data analytics personnel across various roles and key domains, including:

- Chief Technology Officer
- Data Scientist
- Big Data Engineer
- Data Architect
- Machine Learning Engineer
- Predictive Modeler
- Data Governance Analyst
- Data Visualization Developer



# Bronson's Search Methodology

Bronson Technical Search follows a proven process for sourcing top data analytics and cybersecurity candidates, quickly.

Our team will work closely with you every step of the way, keeping you informed and updated throughout the recruitment process.

We source North America's top data analytics and cybersecurity talent to help enterprise organizations innovate and mitigate cyber-risk in an evolving digital landscape.

## STEP 1 Kickoff & Needs Assessment

We work with you to build an understanding of your ideal candidate and identify the mandatory search criteria each candidate must meet.



## STEP 2 Calibration

Your Bronson Client Manager will present a sampling of strong candidate profiles based on the needs assessment and collect your feedback on each one.



## STEP 3 Candidate Submission

Bronson Technical Search will present qualified candidates that we have engaged in the recruitment process.



## STEP 4 Interviews

The long list of candidates will be narrowed down by via assessments and video interviews. We follow interview best practices, tailor questions to your specific needs, and use scorecards to compare candidates.



## STEP 5 Follow-up Assessments

The final round of interviews and psychometric assessments before any offers are made. We follow best practices on closing passive candidates.



## STEP 6 Offer

Your Bronson Technical Search Client Manager will help with understanding compensation requirements, job offer best practices, and facilitate negotiations



## STEP 7 Hire

The successful candidate has accepted their offer of employment.





# Project Pricing

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Bronson Technical Search applies a professional service pricing model, where payments align with projected deliverables. Fees are fixed, and based upon level of complexity, geography, market size, competitive landscape and available resources.

## Your Satisfaction Guaranteed

All executive search and recruitment services provided by Bronson Technical Search are backed by a satisfaction guarantee and an industry-leading warranty period.

We will help you make the right hiring decision, every time.



# Clients and Partners

At Bronson, we're more than just service providers. We're dedicated partners committed to delivering the results you need, no matter the project. We understand that your success is our success, which is why we go above and beyond to ensure your satisfaction.

With Bronson on your side, you can trust that your project is in capable hands.







Bronson has a thirty-year heritage of supporting digital transformation in leading organizations across the United States and Canada.

We work closely with our partners to connect them with the most highly sought after cybersecurity and data analytics talent the nation has to offer.

**Colin Kieran**  
Managing Partner  
Bronson Technical Search

## About Bronson

Bronson Technical Search is a leading technology consulting firm that specializes in helping businesses navigate the ever-evolving landscape of digital innovation. With over 30 years of experience in the tech industry, we have a deep understanding of the challenges and opportunities that businesses face in today's digital age.

At BTS, we work closely with our clients to help them identify and capitalize on new opportunities, while also mitigating risks and managing the complexity of digital transformation. Our team of experts has a wide range of skills and experience, including expertise in areas such as digital strategy, cloud computing, data analytics, cybersecurity, and much more.

We pride ourselves on delivering customized solutions that meet the unique needs of each of our clients. Whether you are a small start-up or a large enterprise, we have the skills and experience to help you achieve your goals.

With our extensive network of industry professionals and cutting-edge recruiting techniques, we can quickly find the perfect candidates for your open positions. Our team has a proven track record of success in placing high-performing individuals in a variety of roles, from CTO's, Data Scientists and Cybersecurity Analysts.



Connecting Technology with Talent.



## Gain Access to one of North America's Top Technical Talent Networks

Every day, we build relationships with world-class technology professionals who join Bronson's talent network because they are looking for opportunities that will challenge, inspire, and help them grow in their careers.

Using AI and detailed candidate profiles, we comb through the BTS Technical Talent Network to identify ideal candidates to fill skills gaps in your organization, quickly.

Bronson Technical Search works closely with our clients to connect them with the most highly sought after cybersecurity and data analytics talent the nation has to offer.







# BRONSON

TECHNICAL SEARCH

Connecting technology with talent.

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