



Face tomorrow's cyber
threats with today's talent

THE PRODUCT BROCHURE

**Different
by Design**

Cyber Security



Innovation | Dedication | Specialisation



INTRODUCTION

DCL Search is the pre-eminent provider of talent solutions for the Cyber Security arena globally.



Arthur Mina
CEO
DCL Search

Thank you for considering my company as a preferred partner.

Our mission is to create fans and satisfied clients, who are confident knowing that when we act for their business, it will be successful.

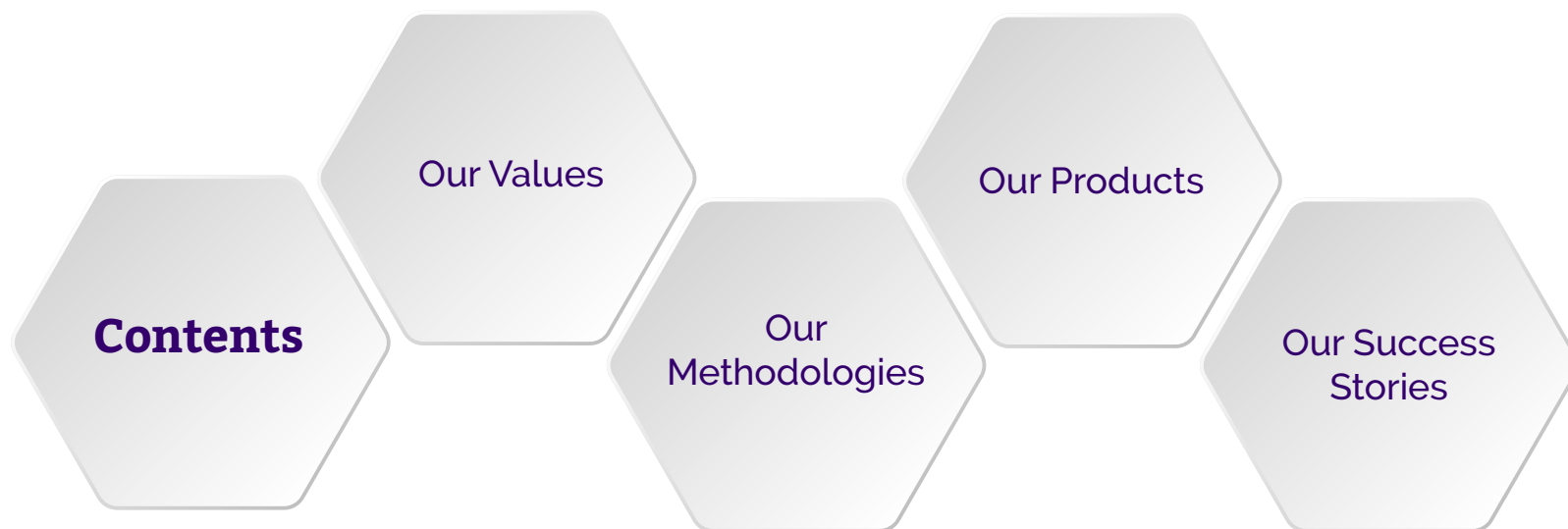
For any feedback good or bad, please contact me at:
Arthur.Mina@dclsearch.com

We are the first of a new breed of outcome-based talent partners navigating the space between a traditional recruitment agency and a management consultancy.

By consistently and repeatedly investing in the best technology – and benefiting from nearly 30 years in

the people business – DCL Search has remained at the forefront of Human Capital talent solutions.

In this document, we aim to explain our products our methodologies and the values that underpin our repeated success.





OUR VALUES

DCL Search has enjoyed almost 30 years of successfully providing recruitment solutions –and 15 in the Cyber Security space. Achieved, by having strong values and repeatedly exceeding our clients' expectations.

No opportunity is too small or problem too big for it not to receive our utmost focus and commitment. We are client partners through thick and thin.



Red Chair Customer Centric Method

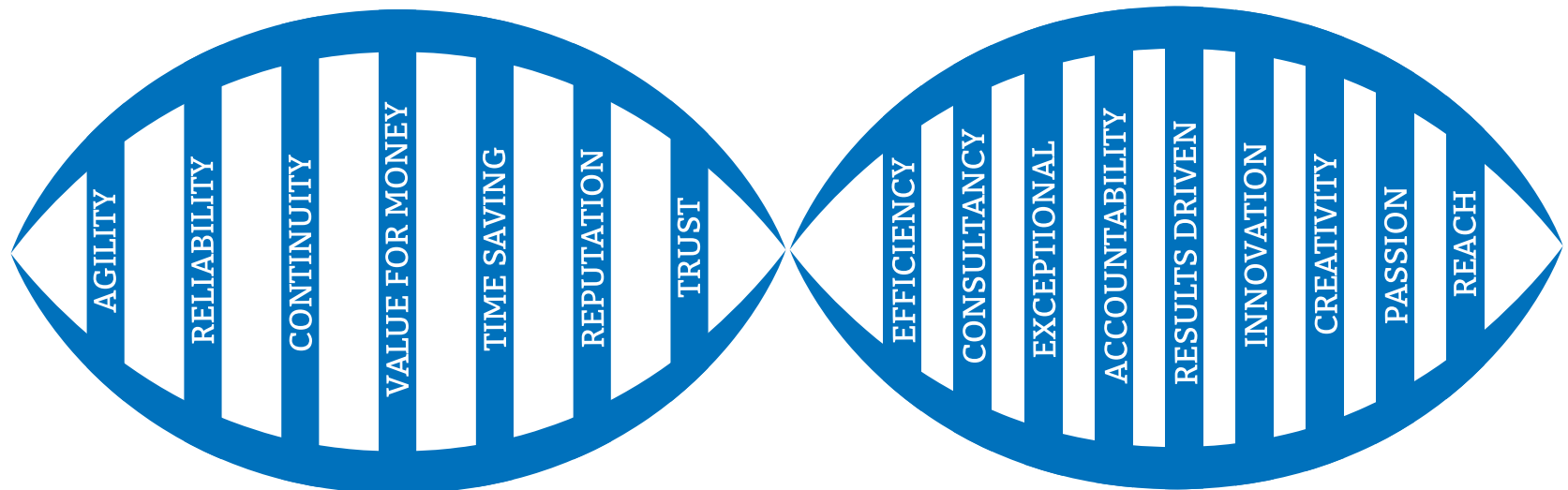
In every management or board meeting, we talk to the 'red chair'.

The chair represents the customer, and we consider what they would think before we make a decision or act.

Customer first in all we do.

CUSTOMER-CENTRIC DNA

We believe that by putting our clients first, behaving like a true consulting partner, and advising clients rather than just filling roles, we can help businesses do better, hire more efficiently and retain talent longer.



The Client Gains

DCL Search Deliver



OUR METHOD

DCL Search is an outcome-based talent solutions partner. Our services and fees are fully aligned to our clients' objectives.

The ultimate tech stack

Creative and innovative solutions

Extraordinary customer experience

A remarkable and fresh approach to human capital

We work with our clients to understand their business objectives.

Allowing us to present relevant, human capital solutions, ranging from talent pooling (building a portfolio of people/skills to tap into as required) to statement of works (outsourced programs of work) and everything in-between.

Once we agree with our customers on the best way to support them, we harness the most effective 'deep

search' process that always delivers the right resource efficiently anywhere in the globe.

Although everything about our method is at the leading edge in terms of technology and best practice, we still adopt a classic approach to service and relationships.

Everyone in the business is available to you 24/7/365, and customer satisfaction is our go-to KPI.

Client Consulting

- Scoping
- Advisory
- Agile proposition
- Project mapping

Contract agreement

- Negotiation
- Resource allocation
- Commitment
- Milestones and time-frames

Deep Resourcing

- Advocate network
- Resourcing/chat bots
- RPO partner search
- Talent pooling
- Tech checking
- Outsource in-house functions

Relationship Management

- Ongoing reviews
- Market Intel
- Issue escalation
- Partnership expansion



PRODUCTS AND SOLUTIONS

DCL Search delivers answers to the talent challenges Cyber Security businesses have.

Each product answers a specific question and can be tailored to match what the client needs.



Elon Musk

"Imagination is the limit"

As genuine subject matter experts, with decades of success delivering tech talent, we have designed a bespoke suite of products to make it easy for clients to

engage with us. Allowing us to demonstrate the variety of ways that DCL Search is a different proposition to traditional agencies in Cyber Security.

Contract Products



RESPONDER

Statement of Work (SOW): Project / outcome delivery.



MITIGATOR

Pop up teams: Multiple freelancers / teams.



PROTECTOR

Classic contingent: Time and materials based 'cherry picked' hires.

Permanent Products



ENDPOINT

Outsourced 'In-House' Partnership: Replacing/supporting a TA function to deliver major talent programs.



PURPLE TEAM

Multi-hire bundle: Building / scaling teams in a given time-scale.



IDENTIFIER

Key hire / Modern Search: When it really matters to secure a critically important hire.



RESPONDER

Statement of works (SoW), outcome-delivery-based project work. The genuine alternative to traditional consultancies.

Fees

Every programme is different and priced accordingly.
DCL Search Cipher:
We will never be beaten on price.

Our SoW offering utilises the best-in-class subject matter experts (SMEs) to scope, map and manage the delivery of parcels of work. Using a proven team of expert contractors – using best-in-class methodologies

– with all of the guarantees and security one would expect from the major consultancies, but at a fraction of the cost. Result: a better solution!

Modern > Capable > Efficient > Cost effective

FEATURES AND BENEFITS



- IR35 approved
- Fully insured
- Agile and instant

- Strength in depth
- Cost-effective
- Guaranteed outcomes

- Best-in-class subject matter experts
- Fully resource as required



MITIGATOR FLEXIBLE TEAMS

Pop-Up Talent Teams / Multiple contract hires.

Fees

Margin based with volume discount.

Country and location dependent.

Various options are available, including our 'cash-back' offer.

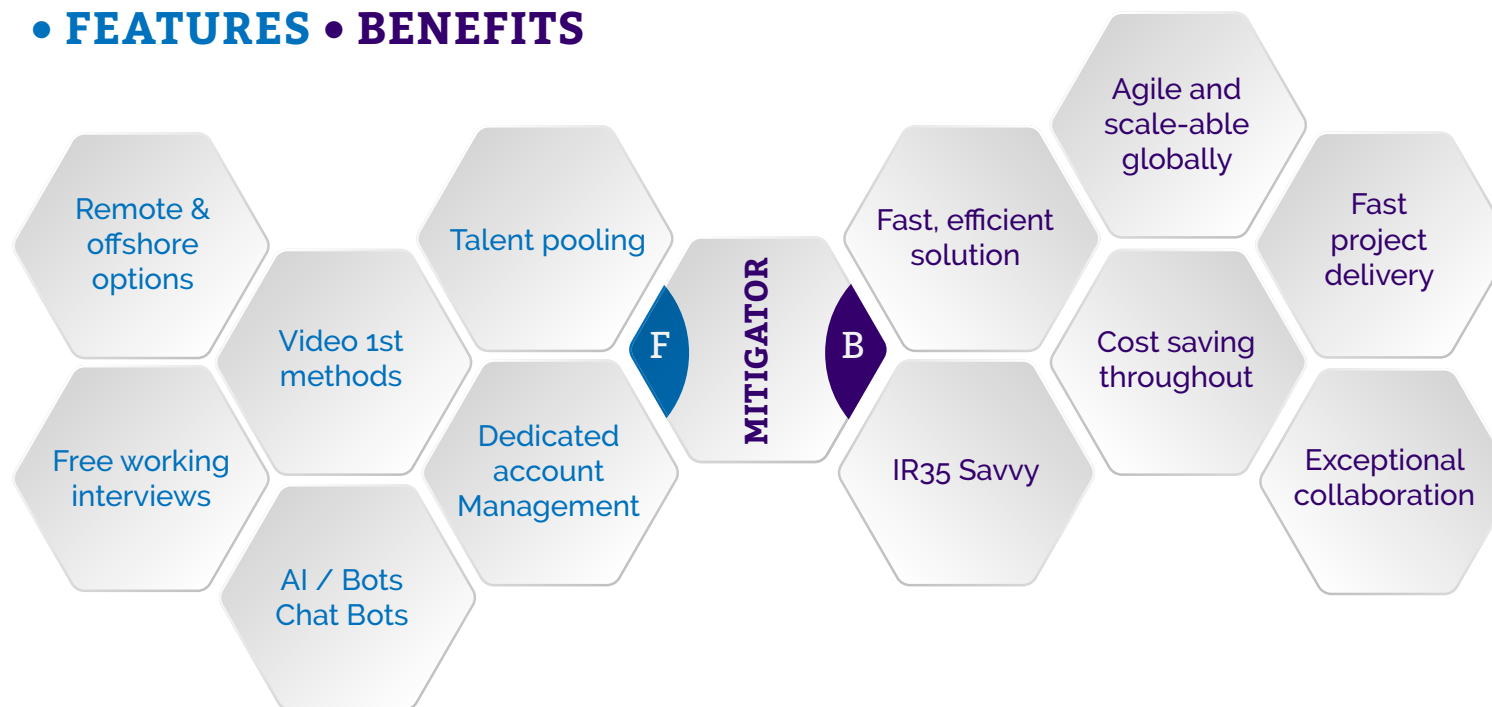
Our ability to source pop-up project teams is well documented. Whether we bring together composite teams of tech expertise or we head-hunt a target team who have delivered a specific project, we can turn requests around within 2-4 days typically.

Our Mitigator solution removes the common (often

unfounded) objection that freelancers are a more expensive option.

Pop-up teams up running, deliver programs faster and reduce risk with our proven process.

• FEATURES • BENEFITS





PROTECTOR CLASSIC CONTRACT

Classic, contingent contract service that is always available, 24/7/365.

Fees

Based on traditional time and materials.

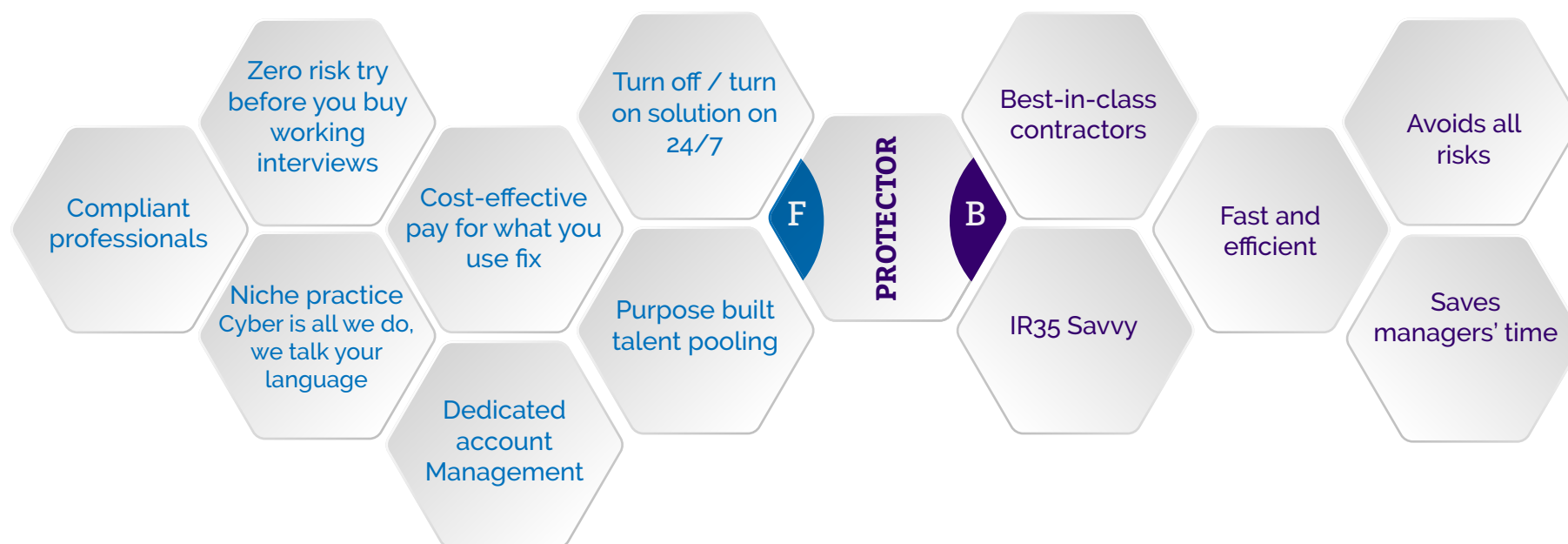
When you recognise the need for additional Cyber Security resource to alleviate peaks of demand or to help get projects over the line, a freelance solution is often the best help you can get.

We have curated a bench of professionals along with a model that overcomes the usual learning curve, to

support your team seamlessly. It's designed to ensure the talent benefits your project in the quickest time possible and integrates them seamlessly. We can have a professional with you within 24 hours.

With no risk and no expense, this is formidable.

• FEATURES • BENEFITS





ENDPOINT OUTSOURCED IN-HOUSE

Outsourced In-house function
Free recruitment
Our extension of your T.A. Team

Fees

Based on predictions and demand, and based on a per-person monthly fee, plus 10% of annual saving.

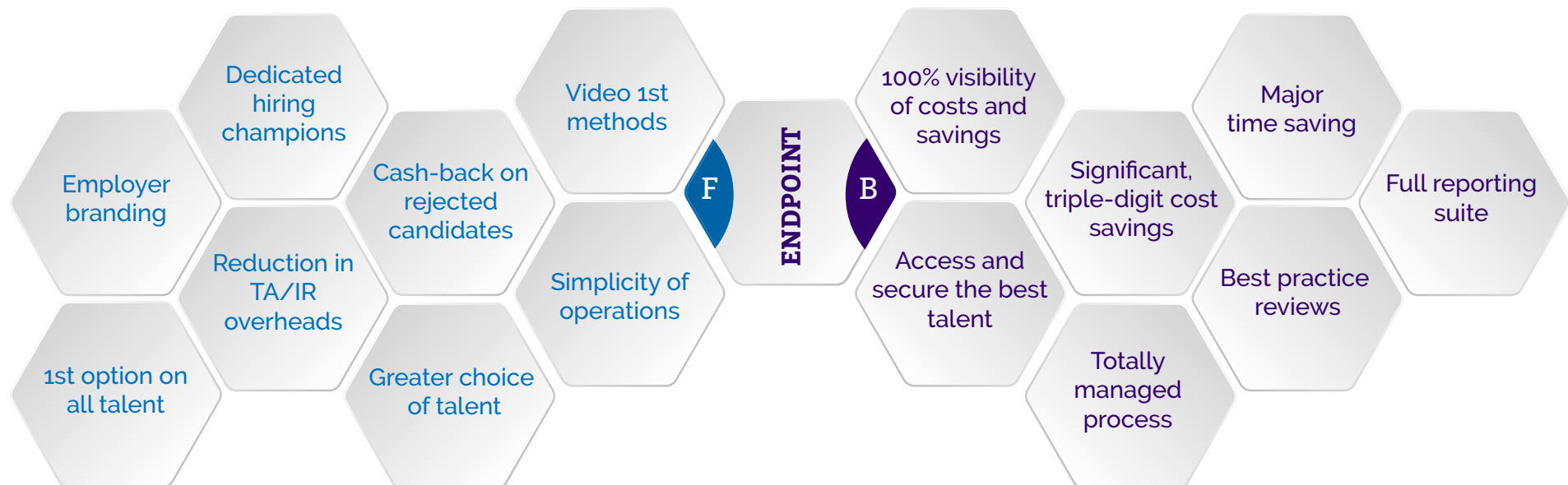
The staffing landscape is changing extraordinarily fast; what was once an evolution is now very much a revolution. To this end, we have built a solution that ensures the current questions surrounding multiple (20+) Cyber Security hires annually are answered.

By acting as an internal Talent Acquisition team for this unique niche, we deliver exceptional performance and save

between £100 - £400k annually. **Endpoint** is unique and exclusive to DCL Search.

We offer you a dedicated resource to deliver unlimited, free hires - we manage the resource exclusively for your hiring drive by using best practice and the most comprehensive tool-kit available.

• FEATURES • BENEFITS

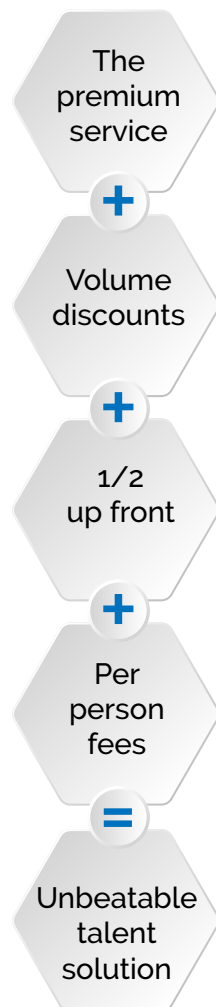




PURPLE TEAM Multi-hire 'bundle'

Our award-winning, time-saving, cost-saving solution, engineered for scaling and building new teams.

Making the Best Ever

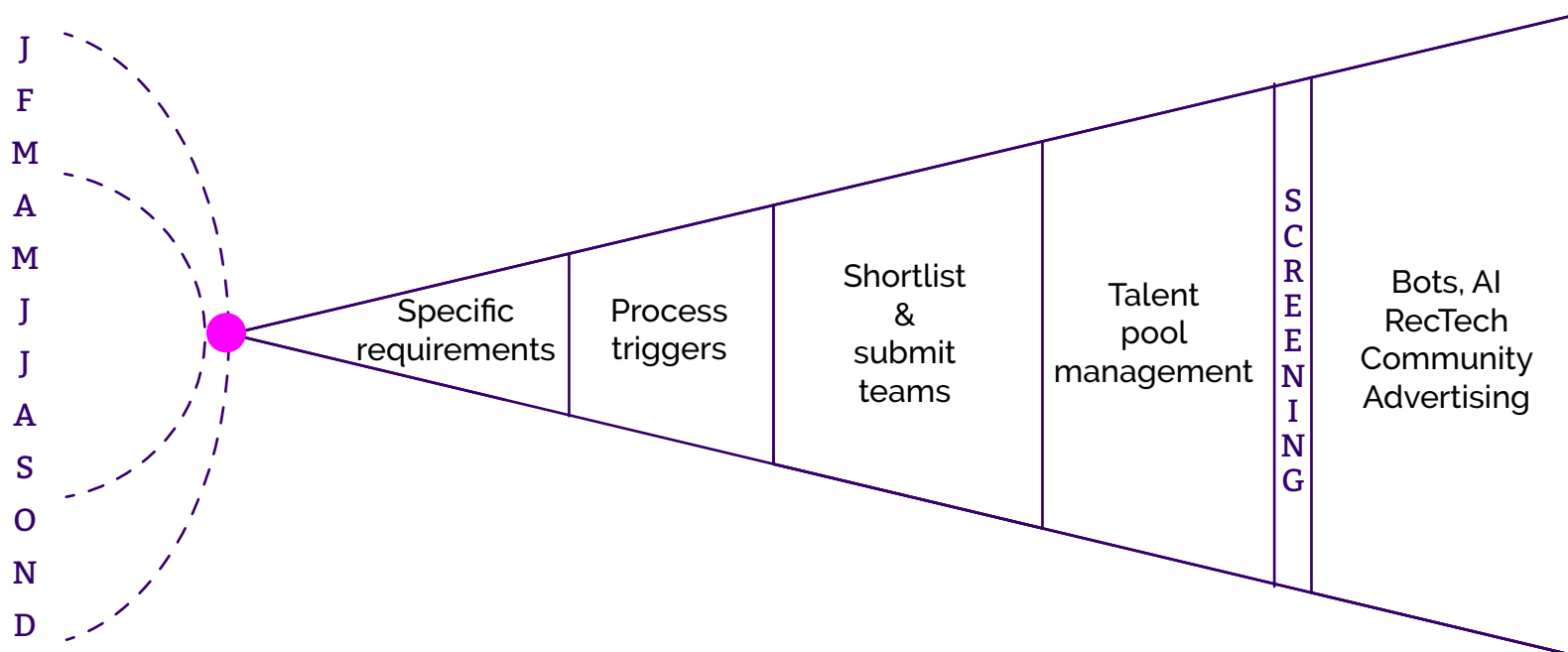


By engaging with Purple Team, clients trigger the DCL Search talent pooling agents.

We use the latest tech, marketing and outsourced partners to build a comprehensive long-list of target hires, and then select and integrate them smoothly.

So that at any time, on a rolling 12 months, we will be able to offer our clients qualified short-lists of perfectly matched talent within 48 hours.

This is the unique, best-in-class solution for the majority of our clients.





IDENTIFIER KEY HIRE

Key critical hire, when the best person is the only option.
The modern alternative to traditional search.

Fees

35% = 12-months
free replacement
guaranteed

30% = 6-month
replacement

Any rejected
candidates DCL place –
15% - back to the client.

£5k or £10k engagement
fee, repaid if no offer in 8
weeks.

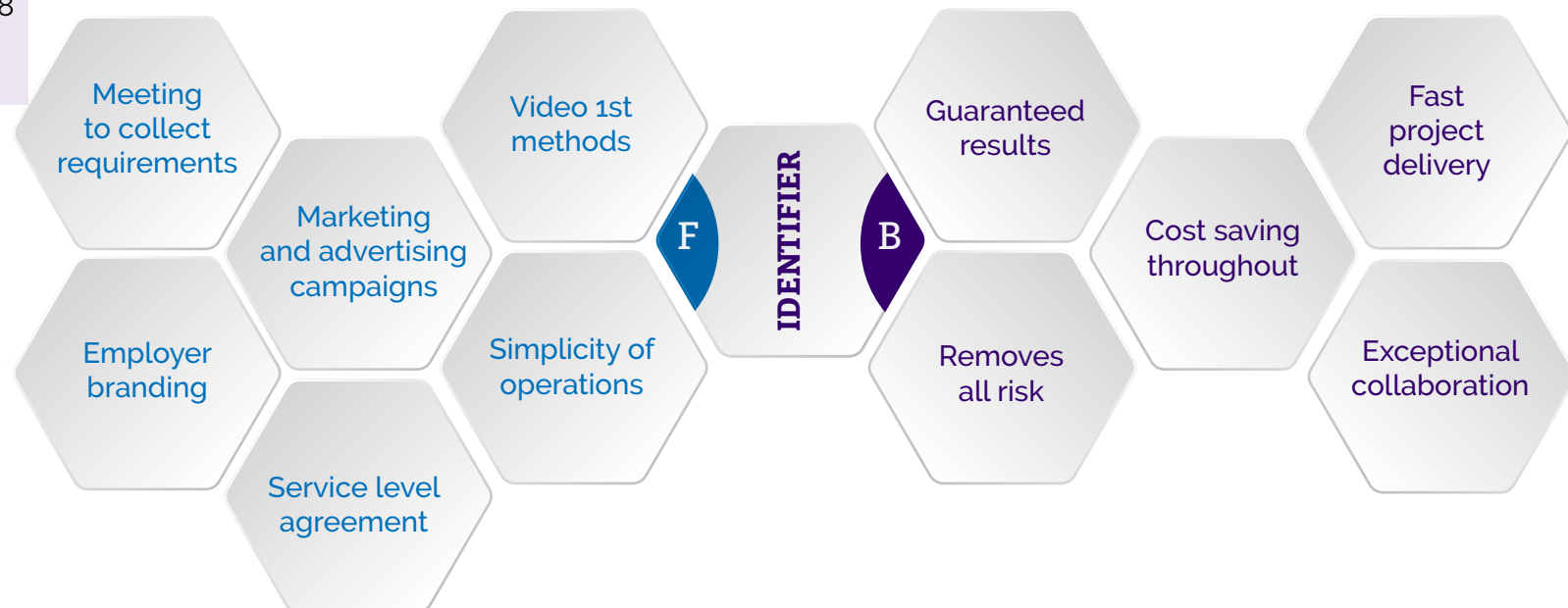
Traditional 1/3+1/3+1/3 is tired and weighted so that
the agency gets paid for "process management" not
delivery of quality results.

Our modern version of search puts our money where

our mouth is: we guarantee our efforts and results.

With piece of mind that we will replace the candidate,
in the unlikely event of the person not working out.

• FEATURES • BENEFITS





NEXT STEPS

We are on tap and always 'on' to turn around and respond to any talent issue you might have.

