

# TALENT ACQUISITION & RECRUITMENT

HELPING OUR PARTNERS FILL THE IT SECURITY TALENT GAP



## CYBER SECURITY ROLES

- » Application Security Lead
- » Cyber Intelligence Analyst
- » Data Loss Prevention Analyst
- » Information Perimeter Defense Analyst
- » Information Security Project Manager
- » Splunk Administrator
- » Splunk Developer
- » Threat Detection Analyst
- » InfoSec Infrastructure Specialist
- » Public Key Infrastructure (PKI) Analyst
- » Governance, Risk, Security & Compliance

### Talent Acquisition Career Portal

- » Lynx career portal - active seekers can apply to jobs
- » Talent Network- passive seekers can receive alerts / emails for jobs
- » CareerBuilder- post Lynx jobs

## OUR APPROACH

Talent acquisition is an approach that's geared towards building relationships, anticipating future hiring needs, and creating a sustainable pool of candidates. It's a more strategic approach that develops and nurtures a talent pipeline with a long-term view.

Lynx offers a broad range of scalable IT staffing solutions with an emphasis on providing the highest levels of service and quality. We help companies and organizations identify and recruit the best available IT talent in the marketplace. Our transformative diversity initiatives create new opportunities for broadening the composition of your workforce and supply chain.

## THE CHALLENGE

The cybersecurity skills shortage has reached critical levels. Forbes magazine estimates that there will be as many as 3.5 million unfilled cybersecurity roles by 2021. So as hard as it is to find and evaluate qualified talent now, the problem is getting worse. Every year, ESG, an IT analyst, research, validation, and strategy firm that provides market intelligence, conducts a wide-ranging global survey of IT professionals. As part of their survey, they ask them to identify areas where their organizations face a challenging shortage of skills. More than half of respondents selected a "problematic shortage" of cybersecurity skills. And there is no end in sight.

Most organizations have been talking about the cybersecurity skills shortage for years, but despite best efforts, this type of research from ESG and others indicates that the cybersecurity skills shortage is getting incrementally worse. With the digital transformation and the popularity of web and cloud applications and services, it is extremely difficult for organizations to fill their many information technology (IT) needs. Even more challenging are the positions that require security expertise.

## THE SOLUTION

You can rely on Lynx to present the best available candidates with the skills and experience you are looking for, through an easy and efficient process. We work closely with you to identify your talent acquisition requirements and critical success factors. Lynx uses "Design Thinking" strategies to help build an end-to-end talent acquisition process that focuses on the candidate experience while considering the needs of our hiring managers.

Lynx talent advisors partner with customers to get aligned to the way their business is structured. We build a support network and implement productivity trackers. Our talent advisors ask hiring managers consultative questions about what success looks like for their organization.

## CONTACT US



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# TALENT ACQUISITION & RECRUITMENT

ESCAPE THE BURDEN OF FINDING AND RETAINING SECURITY TALENT



Lynx Technology Partners, Inc. provides IT Risk, Compliance, & Cybersecurity Experts globally to deliver staff augmentation services for Information Technology requirements. Our diverse pool of candidates are fully vetted by Lynx's trained technical recruiters.

# 86%

According to Indeed, 86 percent of organizations report significant difficulty finding and hiring technical talent.



“Recruiting really should be viewed as a business partner, someone who is critical to the success of the business.”

Mathew Caldwell

## THE METHODOLOGY

From project start to finish, our team of experts is invested in your success and will do whatever it takes to help you achieve your IT security, compliance, and risk management goals.

Our dedication to solving problems has earned us the trust of Fortune 500, Top Universities, Large Federal Government Agencies and leading enterprises in highly-regulated industries worldwide.

### Embedded Subject Matter Experts

Take advantage of our flexible workforce model to gain access to the industry's best and brightest security talent. Using this model, you can easily fill your long-term or short-term project needs without the overhead or commitment associated with permanent employment status. Unlike many “body shop” staffing programs, our subject matter experts endeavor to understand your business and embed themselves within your organization so that they too feel a shared responsibility for your business goals. We want to be a partner to your business success.

### Project Based Talent Management

The success of any project resides in the skill of the project manager. Lynx can provide your organization with highly skilled, professional, certified project managers and project support staff. Our seasoned project professionals can quickly establish productive working relationships that are critical to project success.

### Talent or Staff Augmentation

If you are looking for full-time employees, but prefer a trial period prior to committing to a full-time placement, our contingent to full-time staffing model may be the perfect fit. This low risk, high reward model allows you to see a candidate in action, and develop a true understanding of his or her skills and capabilities before transitioning successful performers to permanent employment status.

### Internships

Lynx internship services are designed to alleviate the burden associated with running internship and co-op programs, allowing you to focus on developing interns as potential employees. Because we have expertise in specialized professional and technical disciplines, we are uniquely positioned to find the interns you need in the areas of information security and risk management.

