# SQUARE ENIX

## CASE STUDY
### RECRUITING A SOC LEAD FOR SQUARE ENIX

| NO. OF EMPLOYEES | TURNOVER (£) | GLOBAL OFFICES |
|---|---|---|
| **2,000** | **1bn** | **8** |

Square Enix is one of the most influential providers of digital entertainment content in the world. They boast a portfolio of games including: **FINAL FANTASY®, DRAGON QUEST®, TOMB RAIDER®, SPACE INVADERS®,** and **MARVEL AVENGERS®** coming soon.

## ◼ THE BRIEF

Context were approached by Square Enix with a challenging, urgent requirement to identify an experienced SOC Lead to support the organisations' strategy to insource Security Incident and Event Monitoring. As a result of a highly dynamic IT infrastructure environment it was a preference that the GSOC be built with open source tools, ensuring flexibility and agility.

We were asked to identify candidates with a range of experience levels, experienced in leading or playing a senior role in the implementation of a greenfield SOC. Due to the particularly complex and high-value nature of the electronic assets held by Square Enix, they were seeking the very highest calibre individual to take on this challenge.

**Our experience, technical understanding and very genuine interest in cyber security allowed us to instil confidence at an early stage, ultimately resulting in Square Enix kindly agreeing to engage us on an exclusive basis.**

## ◼ THE APPROACH

We met with Ian and Chloe to understand the requirements **in detail**, including the company's current security posture, their SOC roadmap and the niche technical skillsets required for this greenfield, open source SOC project.

As **Cyber Security recruitment specialists**, an extensive network of suitable candidates were approached immediately. Initial conversations helped guide early consultation with Square Enix, ultimately **helping them to converge on what they really needed from a Lead SOC resource.**

We performed a focussed headhunting exercise, ensuring individuals not actively seeking alternative employment were identified. **Our marketing team created bespoke, branded job vacancy packs** and conducted highly targeted email and social media campaigns, ultimately generating a number of suitable candidates including the successful applicant, **identified within one week of receiving the role brief.**

Candidates went through a thorough **technical screening process**, ensuring only the highest quality, most relevant profiles were submitted. Detailed information was provided to all candidates in relation to both the business of Square Enix and the SOC Project, and a **constant dialogue** was maintained between all parties throughout.


JOB VACANCY: SOC LEAD — SQUARE ENIX

# THE RESULTS

**40** candidates screened

**10** CVs sent

**8** CVs shortlisted by client

**5** candidates interviewed

**6** days to find successful candidate

**33 days to hire**

The global average is **3 to 6 months** to fill a **Cyber Security Job.**

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# THE FEEDBACK

**Ian Golledge, Head of Cyber Security**

*My experience of working with Context on a recent hire has proven to me the real benefit in finding the right recruitment partner...*

*Jon and the team had the knowledge and experience to understand what we were looking for in a SOC Lead role, playing back to us an excellent summary advert for the role. All the candidates put forward were strong with good variety in background and experience, which ultimately helped us converge on what we were really looking for. Most importantly Context put focus on a positive candidate experience. They represented the company well, attracting and supporting talent through the process in the right way, which is really important to me as a hiring manager.*

*Context have expert knowledge in the area of Cyber Security recruitment....*

*They provide a very personal service, take time to understand requirements in detail, deliver to tight deadlines and are all round honest, professional guys. Having worked with them for many years in various companies I value the service they provide. I would highly recommend them to any business.*

**Chloe Winterhalter, Recruitment Strategy Lead**

**Roger Ribas, SOC Lead**

*Jake is a dedicated and professional recruiter who is clearly passionate about the cyber industry....*

*Jake approached me with details of a Security Operations Centre management position at Square Enix, having matched my experience precisely with the role. Throughout the recruitment process I found him to be personable and communicative. He kept me informed of progress at all times without the need for me ever to chase and his technical understanding of the role and detailed knowledge of the company were clear. His thorough support and advice throughout the process was excellent and I am happy to recommend Jake and Context Recruitment without hesitation.*

CONTEXT

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