CORPORATE NAVIGATORS

CANDIDATE DEVELOPMENT CASE STUDY:

A confidential search and development of C-level candidates to replace an incumbent CISO.

An entertainment company needed to replace an incumbent CISO and had to discreetly find a C-level candidate to replace them in an expedited timeline.

Objective

Our goal was to identify and develop a list of candidates who were capable of and interested in replacing an incumbent CISO's position at a prominent company in the entertainment industry.

Process

This project incorporated a three-step process:

1. **Identify:** We used recruiting research to identify and build a list of 177 potential candidates in the entertainment industry.
2. **Submit:** We sent the recruitment research list to the client so they could select potential candidates for us to pursue.
3. **Screen:** The client selected 59 potential candidates, who we screened to determine interest level and qualification for the role.

After we called these individuals, we ascertained that 14 of them were interested in moving forward and learning about the position.

At this point, we had the 14 interested candidates sign an NDA to ensure the wouldn't disclose the identity of our client. We then delivered this list of 14 individuals to the client to call and interview in-house.

Mitch Golob
CEO of Corporate Navigators

"While we excel at speed, accuracy, and thoroughness, I always come back to the notion of guaranteeing client satisfaction ."

Challenges

Maximum Discretion: The client needed the incumbent CISO to be unaware of this candidate search. Therefore, we encrypted all communications and used NDAs to ensure nobody caught wind of it.

C-Level Recruitment: Recruiting C-level candidates always takes more time, with the average onboarding timeline of 120 days. We knew we had to carefully vet candidates to expedite this typical timeline.

Niche Industry: This client belongs to a niche sector in the entertainment industry, which made on-target candidate identification more challenging.

Highlights

1. Discreet Candidate Search

Replacing an incumbent leader always requires discretion. This search included careful use of language during screening and NDAs to maintain confidentiality.

2. Identifying 177 Potential Candidates

Our recruiting researchers identified 177 potential candidates for the role through discreet research techniques.

3. Sourcing 14 interested and Qualified Candidates

From the list of 177 individuals, we developed 59 candidates, which resulted in 14 interested and qualified candidates who were ready to speak with our client.

4. Up to 4 Candidates Moving Forward

From the pared down list of 14, the client has secured one person to fill the role and even found three more potential executive hires from this pool.