Case Study: Diversity & Inclusivity

Transformative Insight that empowered a top tier, global professional services firm to build a diverse and inclusive cyber security team

Background

The client is a world-leading professional services network of accounting and consulting member firms. They provide assurance, tax and advisory services to privately held businesses, public interest entities, and public sector entities.

The client has an established and growing cyber security offering to help clients to improve cyber resilience and protect their critical data. However, in a department of over 60 people, the cyber security team was almost exclusively white, male and primarily from a military service background.

It was recognised that the profile of the current team is unlikely to be representative of the wider talent market. It was also acknowledged that in a highly competitive talent environment, this may act as a disincentive to high quality talent from other backgrounds applying to join them.

RESEARCH 747   RESPONSIVE 448   ENGAGED 414   INTERESTED 139   QUALIFIED 66   CVS 49   INTERVIEWS 5   OFFERS 1   IMPORT

Acolyte: SOC Talent – D&I Talent Analysis

Top 20 Employers v/s Others

OTHERS

pwc   KPMG   D.
EY   BDO   Ministry of Defence
Willis Towers Watson   Nationwide Building Society   SECURITAS
splunk>   TALION   THG
Microsoft   NatWest Group   sky

*Top 20 employers have been identified based on the amount of SOC talent they employ.

SOC Talent Pool (3313)

20%

80%

TOP 20 EMPLOYERS

ADARMA   BT   Capgemini   Fujitsu
CGI   nccgroup   LLOYDS BANKING GROUP   vodafone
Atos   O₂   DXC TECHNOLOGY   accenture
NTT DATA   REDSCAN   mitie   tcs
N   IBM   BAE SYSTEMS   TESCO

20%

*Top 20 employers employ 20% of the SOC talent pool

How we helped

As a regular user of Acolyte's talent technology, the client had already experienced the value and effectiveness of embedded campaign-level D&I diagnostics. They had also seen how Acolyte's award-winning research and analytical tools had delivered insight to support strategic decision making.

Working with Acolyte on this project offered them access to the **diversity & inclusivity** intelligence and empirical data they needed to inform their broader D&I strategy. Key insights that would allow them to effect behavioural change and broaden their talent attraction and retention strategies in order to maximise diversity amongst their cyber security team.

Specifically, Acolyte helped them to:

• Identify achievable benchmarks from across the industry to measure D&I performance
• Map the market to test and validate benchmarks and build targets specific to the Cyber team
• Examine the D&I performance of the top organisations the client competes with for talent
• Analyse recruitment campaigns for each of the protected characteristics at every stage
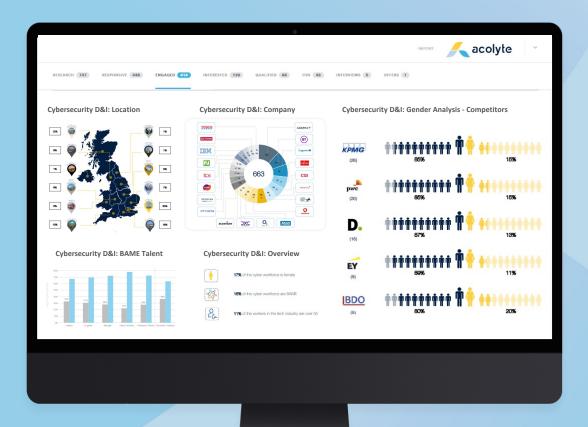
Benefits

Acolyte delivered diversity analysis for protected characteristics including gender, age and ethnicity across talent working in Security Operations Centres, Cyber Defence, Digital Forensics and Incident Response.

To create the most valuable D&I benchmarking data, representation was reviewed by regional location, seniority, and employer. The organisations with the strongest representation of each protected characteristic were highlighted, and their approach to increasing diversity evaluated to build an understanding of what worked well and what best practice in this sector might look like.

Since the receipt of the D&I intelligence from Acolyte, the client has transformed their approach to diversity hiring. For example, in the three months following receipt of the D&I Intelligence, of the 22 staff that have joined the team, 12 have been female). The intelligence provided by Acolyte has allowed the client to embed meaningful change and their the cyber security team continues to evolve, making them an attractive, accessible employer of cyber security employer from every background.

Cyber D&I Success

The Acolyte Talent Intelligence provided in-depth, accurate D&I insights for protected characteristics including gender, age and ethnicity. The actionable data has transformed their hiring – with 55% of new hires being female.

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> Using Acolyte is one of those 'sit up and take notice' moments...they just continue to add value and their reporting & intelligence now underpins our hiring strategies
>
> Strategic Resourcing Partner

acolyte

Find out more

www.acolytegroup.co.uk
+44 (0)207 3576644