Cybersecurity Talent Acquisition for a Leading Security Firm

A Case Study

TEEMA

The Company

This organization is a major North American retailer with operations spanning physical stores, distribution centers, and an extensive eCommerce platform. Their multifaceted business structure necessitates a wide variety of tech roles to support their operations, making them representative of other large, complex organizations TEEMA works with.

Key Challenges

As a fast-growing cybersecurity company needed highly skilled professionals to support its expansion. Finding top-tier talent in cybersecurity, especially for pre-sales roles, was a significant challenge due to the specialized skill set required. Additionally, the positions demanded frequent travel and on-site availability, making the talent pool even smaller.

Solution

Tailored Talent Solutions

TEEMA implemented a targeted recruitment strategy to ensure only the most qualified candidates were presented. For each role, our team pre-screened an average of **15 candidates**, refining the list to **three highly qualified professionals** per position. This approach led to a strong success rate, with **one to two hires per role**.

Key placements included:

- **18 Solutions Engineers (SEs) for Pre-Sales**
- **Senior Technical Project Manager** – A critical role supporting complex cybersecurity initiatives.
- **VP of Product Management** – A strategic leadership hire shaping the company's product vision.

Results & Success Metrics

Outcome

Recognizing TEEMA's expertise, the company granted us exclusivity as their staffing partner, allowing for a more streamlined and effective hiring process. As a result:

- **18 of the 20 placements remain with the company today.**
- Consistently filled **highly specialized, high-travel roles** with top-tier candidates.
- Strengthened the company's cybersecurity team, enabling continued innovation and service excellence.

By securing exclusivity and delivering exceptional talent, TEEMA solidified its position as a trusted partner in cybersecurity staffing.

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