

CASE STUDY 3

MAPPING MINDS!

Capital One

Strategy and Analysis Mapping and Survey

Capital One have succeeded through a strongly information based strategy and pride themselves on recruiting and retaining highly numerical and analytical people. They want to ensure they continue to hire the best.

Our project team worked closely with Capital One's senior managers and the HR and resourcing teams to identify new talent from a broad range of industry and functional backgrounds. Concentrating on quantitative research and analysis in the consumer goods and services industries we mapped specific teams and approached key individuals to find out their career aspirations, their compensation and their motivators. Using these results Capital One could make rational decisions about future recruitment and succession planning.

Subsequently we were retained to manage the recruitment process for a number of senior level Business Managers and strategists based in London and Nottingham.

Midlands based
International organisation
gearing up for growth
Consumer finance

Director of Information Security

Director of Business Continuity

**BUSINESS QUESTIONS
PEOPLE ANSWERS™**
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Two new appointments which are key to preparing the UK operations of a multinational retail financial services business for the next stage in their commercial development. Proven as innovative and entrepreneurial the company is highly successful, information driven and marketing led. Information security and business continuity are essential to an organisation which uses proprietary information, technology-based strategies, sophisticated analysis tools and extensive banking to develop new products and markets.

The role:

- Define, with international counterparts, practice and forward thinking products to protect the company's data and systems from professional attacks
- Lead and manage a team which will be the critical point of contact for international management
- Design and implement robust policies to identify, monitor and respond to all security incidents
- Assess current of changes in the market and ensure the company is best placed to respond to new threats

The person:

- A proven information security specialist from within the consumer finance industry
- A strong team leader and manager capable of operating at a senior level
- Ideally an expert in implementing relevant qualifications would include CISSP, CISM and/or CISM

The role:

- Lead the design and delivery of robust business continuity programmes that will ensure the smooth running of the UK organisation during unexpected contingencies
- Work through a range of other security and other department heads to ensure that business continuity is taken into account of the strategic planning stage as well as in all implementation programmes
- Collaborate with group level counterparts to ensure with all internal and external regulatory and compliance demands
- Provide technical advice on resolution and delivery to senior management, using our resources for testing activities and to identify potential weaknesses in the process

The person:

- Multi-year proven business continuity experience and a working knowledge of the financial services industry
- Influential and solid connections with sufficient commercial breadth to work across the business as well as in it
- Available within 60 days of start date. 2000+ hours of relevant experience, including relevant qualifications

This career advancing opportunity is restricted to UK citizens and longer term career prospects in the UK or overseas. To express an interest, please forward your resume including current compensation to hr@wrightsonwood.com or to the post to James Wood at Wrightson Wood, 1st-18th Floor, 100, London, W1A 1AA.

“The team deliver great results by building deep client relationships and working to fully understand the client requirements.”
Kevin Hogarth, Managing Vice President, Human Resources Europe, Capital One