



# Corporate Security, Risk and Resilience

Global Recruitment  
Solutions delivered  
locally



# Corporate Security, Risk and Resilience

 **40,000**  
Placements made

**17,000**  
Job alerts sent daily



 **£900m+**  
Annual group revenues

**5 continents**  
Successfully recruited in



 **100%**  
Diversity & Inclusion –  
Our focus on Equality

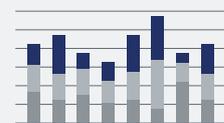
**99%**  
Management Hires -  
in post after 3 years



 **5m**  
Talent Pool

**97%**  
Interim hire exceeds  
contract term



 **up to 12**  
months free  
replacement

**SSR® Personnel was established in 1986 and is the leading recruitment consultancy in the corporate security, cyber resilience, health and life safety sectors.**

We are rated as the global number 1 recruitment consultancy delivering bespoke solutions for recruiting senior level board appointments, chief security officers and the placement of regional and country level professionals. We are experts in identifying specialist talent with contemporary skills that have evolved in response to emerging threat arenas.

**We specialise in the placement of permanent, contract and interim hire personnel in areas of business resilience, cyber threat, Intelligence, corporate security, risk and profit protection. This includes physical and protective security, crisis management and business continuity planning, fraud investigations, IT risk and information security, travel security and executive protection.**

SSR® Personnel has an unrivalled track record in the delivery of international recruitment solutions, delivered through our offices in London and Dubai, and representatives in Africa, Asia and the Americas.

We constantly evolve new talent attraction channels for our sectors. We manage the early careers of graduates through our **“Bright Minds”** programme, matching academic expertise with clients that seek unique skillsets such as those in the fields of research and intelligence.

With a £900m annual turnover, we utilise our strategic alliances worldwide to pinpoint high calibre individuals through our **Executive Profiles** search brand, which includes a diverse range of passive candidates who rely on our advice to introduce the right opportunity.





SSR® have managed over 40,000 contract hire and permanent placements. We have deployed teams in excess of 100 workers, from technical counter-intelligence experts to contracted building security teams and profit protection advisers. We have coordinated security experts during major sporting events, such as the FIFA World Cup and the Olympics.

With the increase of hostile actors and organised crime, business continues to remain at risk against a host of emerging threats, recruiting professional people with the broadest of experiences can be instantly impactful.

We offer a style of service that you dictate **but we deliver**. A robust recruitment process that offers candidates that are aligned to the role you require.

We deliver tailored solutions to attract talented people for organisations, a professional service that demands both parties' engagement and commitment. We provide flexible solutions that respond to sourcing preferences through contingency recruitment where we can offset most requests against the resources we deploy on your behalf.



# Why SSR Personnel?

## SSR® Personnel has been voted the Security Recruitment Consultancy of the Year.

The Award was presented to “the recruitment consultancy that has demonstrated the highest levels of professionalism in dealing with client organisations and potential appointees for security-specific roles across all of the major business sectors”.

Judges were unanimous in their praise for the leading position that SSR® holds in such a diverse global sector.

In 2019 SSR Middle East was recognised as the Best Security Recruitment Company in the region.

SSR maintain a continuous attraction process for talent, we are the go-to recruitment consultancy for global brands. We are fully committed to diversity & inclusion and are trusted by internal talent acquisition teams to include representative applicant shortlists.

Candidates can register as inactive; with our key word selections they can be alerted to opportunities they would like to discuss. We send up to 17,000 alerts per day and have an applicant pool of over five million. Whatever the opportunity, you can rely on our ability to source the right person, quickly and professionally.

**SECURITY & FIRE  
EXCELLENCE AWARDS**

VOTED GLOBAL SECURITY RECRUITMENT CONSULTANCY  
Supported by **IFSEC & FIREX**



**GLOBAL BUSINESS INSIGHT  
AWARDS**

2 0 1 9  
Best Security Recruitment Agency in the UAE

**INSPIRATION IN  
HR  
NOMINATE NOW**





# Executive Search



**Drawing on global resources, we pinpoint high calibre individuals, securing consistently outstanding placements, bringing a unique perspective to the process.**

Clients with challenging assignments turn to us with confidence.

As the market leader, we build sector data hubs and maintain talent pools. We manage salary surveys, job role evaluation and benchmarking, and guarantee diverse representation for future work forces.



The executive search assignment can be revealed or closed. All response and direct approaches are recorded. Our practice is to develop a long list within 10 working days, but the search process is continuous to ensure that all eligible candidates are tracked and profiled. We interview and work with shortlisted applicants to understand their motivation in progressing to the next steps. We use competency style interview questionnaires to probe all aspects of behaviour, practice and beliefs. Executive Profiles focuses on the image and the shadow, revealing the complete candidate.

Verification is essential. Candidates deliver personal presentations – in person and virtual- recorded if required, whilst technical competency interviews reveal depth of business knowledge. Every facet of the candidate, including recent events and professional standing is closely scrutinised. Multimedia based presentation of candidates and global interviewing services are available. WE deliver the solution quicker than any other channel recruiter.



The Executive Profiles service oversees the whole recruitment process, ensuring a positive outcome for all. We consult and assist with the change in a partner's career, helping to find a new home, or a new school - anything to minimise disruption. We leave nothing to chance and ensure the placement and the family are all engaged.

**Your investment is backed up with our 26-week free replacement guarantee.**



# Bright Minds Programme

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**We identify emerging talent that bridges the gap between learning and performance to add an extra dynamic to your business.**

We source and select graduate level individuals who meet a carefully agreed personal specification in both skill, output, and cultural fit.

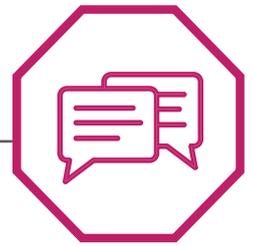
We engage f2f with all selected '**Bright Minds**', to explore potential in social media platform settings. We determine suitability through formal/informal interviews, people profiling at forums, events and academic engagements, establishing a unique talent pipeline for each client.

We screen and shortlist through triangulating data such as interviews, surveys, competency-based questionnaires and personality profiles's. The combination of multiple methods ensure we have a rounded and complete picture.

Throughout contract engagement, SSR remain the outsourced employer delivering regular reviews and are on hand to deal with a change in project focus, skills development and monitoring, including employment performance.



# Our 5 star reviews



“SSR provides a first-class service for both clients and candidates alike, treating both with equal value. I first encountered Yasmeen in her role as a facilitator for a high-level forum. It was clear from the outset that she is a consummate with an encyclopaedic knowledge of the security industry. Of equal importance perhaps, is her ability to communicate effectively coupled with her likeability!”

“After some time out, thanks to Peter and his team, I have put myself back on the map in the security market in the Russia CIS . Peter took a lot of time personally to discuss with me the aspects of relevant job opportunities, my experience and compatibility. Highly recommend, great service!”

“I would like to thank SSR Personnel for the high of quality service you have been providing. Your support and advice has really helped me in my career in the Ukraine. Please accept my sincere gratitude for this!”

“SSR Personnel and in particular Karen, were amazing in assisting me to get my new security management position. Karen explained the bespoke job description and what the company required. She convinced me I had what they were looking for and that I should apply. Karen then went on to update me on a very regular basis and guided me through the interview process. An excellent service which I have no problem recommending to anyone in the security management world.”

“SSR not only found me a fantastic job, they have truly invested in my long-term future. I know that they will look to ensure I have the most fulfilling career I can have, and the relationship doesn't just cut off after placement. They understood my requirements perfectly, were patient even while I checked in on an annoyingly frequent basis and made every effort to ensure they were offering me every opportunity that I might be interested in and qualified for, giving me honest, frank advice. Can't recommend them highly enough.”

“Big thank you to Peter and the rest of the team at SSR Personnel for their support and guidance that got me to my dream job. Peter gave quick candid feedback and enabled me to present myself effectively. Great service!”

“My experience with the team was simply excellent in the Philippines. They provided insights every step of the way until I got the job and continues to check in w/ me even years after.”

“With this small words I would like to Thank SSR for the fantastic job and service you have been doing for me in Algeria. Your hard work, dedication and communication has really helped us. I just wanted to make sure you know how much you are valued and appreciated.”

“In Russia a good source of information is SSR Personnel, I have worked with one of their Directors Peter French CPP, who is knowledgeable on the local security risk and resilience sectors.”

“John has provided an expert recruitment service over many years with a personable touch. His knowledge of all sectors and the ability to find exemplary candidates is second to none.”



# Examples of assignments undertaken



## Cyber & InfoSec

- > CISO
- > Cybercrime Manager
- > IT Director
- > IT Risk and Assurance
- > Information Assurance Manager

## Retail Loss & Profit Protection

- > European Loss Prevention Data Mining Analyst
- > Head of Profit Protection
- > Regional Loss Prevention Advisor/Manager
- > Security & Loss Prevention Manager
- > Fraud & Compliance Auditor (Retail)
- > Head of Retail Loss Prevention
- > Supply Chain Security Manager

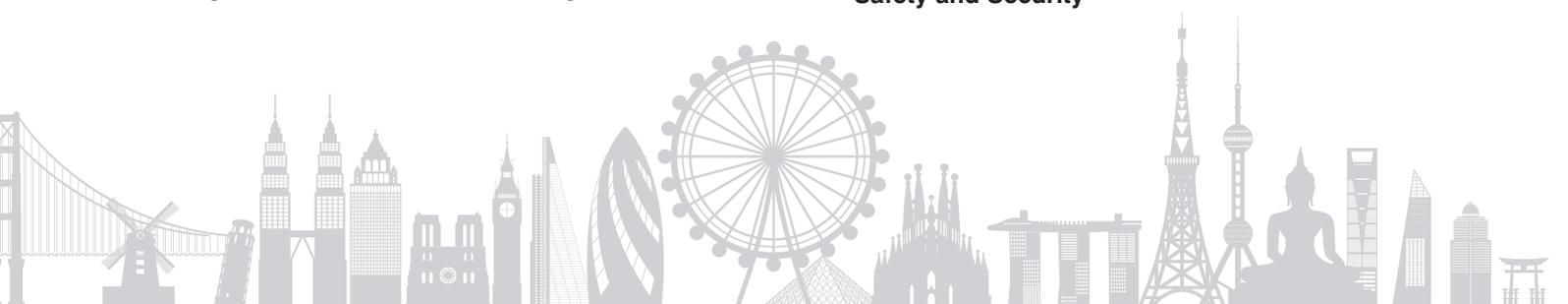
## Fraud, Investigations & Intelligence

- > Regulatory, Risk and Control Specialist
- > Head of Security & Investigations
- > Head of Content & Anti-Piracy
- > Anti-Bribery & Corruption Officer (ABCO)
- > Anti-Illicit Trade Operations Manager
- > Manager of Investigations
- > Forensic Lead Auditor / Senior Forensic Auditor
- > Head of Anti-Money Laundering
- > Online Fraud Manager
- > Intelligence Manager
- > Corporate Investigator
- > Global Head of Intelligence

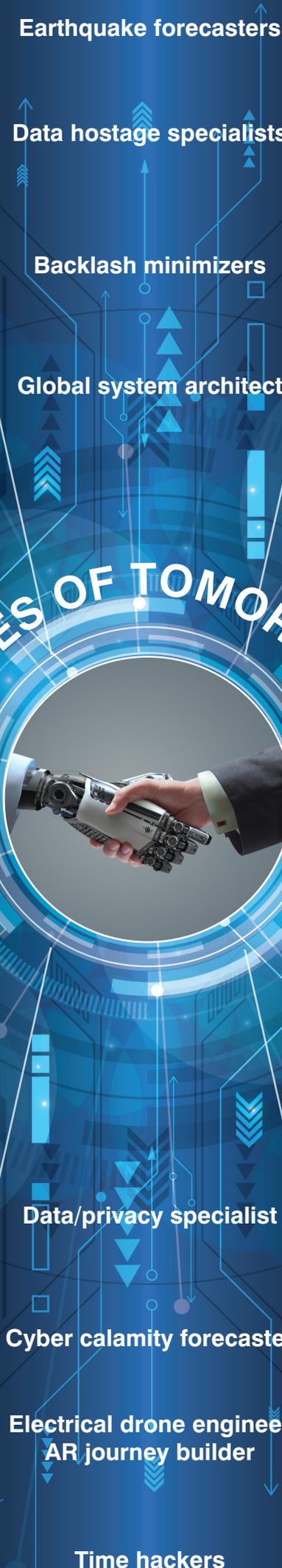
## Corporate Security & Risk

- > Crisis Liaison Manager
- > Business Resumption Planning Advisor
- > Group Director of Safety, Security & Resilience
- > Chief Security Officer
- > Security Risk Management Specialist
- > Operations Director
- > Crisis Manager
- > Head of Corporate Security
- > Regional Security Adviser
- > Group Head of Business Continuity
- > Group Security Director
- > Head of Match Day Safety
- > Head of Resilience - Safety and Security

- > Health & Safety Manager
- > Security and HSE Manager
- > Aviation Security Manager
- > Risk, Security and Compliance Manager
- > Security Manager
- > Close Protection Officer
- > Contract Account Manager
- > Deputy Operations Manager
- > SOC Lead Analyst
- > Regional Head - Executive & Event Protection
- > Programme Manager



# ROLES OF TOMORROW



- Clone ranchers
- Privacy theorists, philosophers and ethicists
- Customer organ designer
- Automated traffic architects and engineers
- Brain quants
- Master of edge computing
- Bio-hacking inspectors and security
- Geoengineers
- Food engineer trust manager
- Urban agriculturalists
- Resilience manager
- Front end developer
- 'Heavy air' engineers
- Corporate reorganizer/disorganizer
- Body part & limb makers
- Inflectionists
- Internet of Things (IoT) architect

- Nano-weapons specialists
- Memory augmentation therapists
- Robotic earthworm drivers
- Artificial intelligence consultant
- Computer personality designers
- Smart contact app developers
- Crypto currency bankers, regulators and lawyers
- Gravity pullers
- Drone taxi driver
- Avatar developer
- Space-based power system designers
- Mass energy storage developers
- Crypto currency theorists, philosophers and evangelists
- Nano-medics
- Tidewater architect
- Extinction revivalists



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