

# David Hyde & Associates



**SecuRecruit: A Security Management  
Recruiting and Executive Search Service**

# Security Management Recruiting and Search Services

Executive Search. Security Recruiting. Mentoring. On-Boarding.

## David Hyde & Associates

### Looking to hire a security executive or senior security management professional?



#### Client Services at a Glance

##### Security Executive Search

Executive-level engaged search, client security leadership needs assessment, candidate pre-qualification, short listing, background checks and placement

##### Security Management Recruiting

Strategic and operational level retained search, in-depth behaviour- & competency-based interviewing, employment references and credential verification

##### Interim Security Management

Interim security leadership services and temporary security management solutions

##### On-Boarding and Mentoring Programs

Security on-boarding and transitioning service for new hires, mentoring of senior security professionals

#### We Can Help....

Strategic security management has grown in importance in today's business risk environment. As demand has increased, security leadership roles have become harder to fill. Vacant positions can remain open for extended periods and in some cases, employers are forced to settle for "second best".

When recruiting a security professional, employers have two primary options. Go it alone through print and/or website advertising or hire a search firm to look for qualified applicants.

**David Hyde and Associates** offers a third option for employers not willing to settle for second best. We have brought together former corporate security executives with senior recruitment professionals to create **SecuRecruit** - a dedicated security management recruiting service.

Our extensive professional security network enables our recruiting teams to access a broad cross-section of security management talent from across Canada. Our customized 7-step **SecuRecruit Search Methodology** allows us to locate qualified, "best-fit" candidates who are capable of making a lasting difference with their new employer.

# David Hyde & Associates

Canada's pre-eminent security management recruiter

## Our Value Proposition

### 1. We Save You Time (and \$'s)

Recruiting security professionals is our core business. We save you time and resources in identifying your "right-fit" candidate

### 2. Extensive Professional Security Network

Our professional security network coupled with our knowledge of the Canadian security industry allow us to identify candidates who are best-suited to your organization

### 3. Partnership with a Personalized Focus

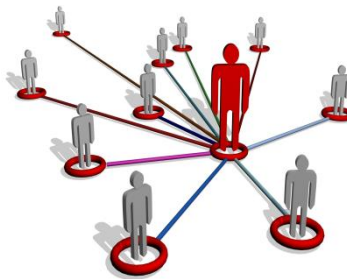
Each search is designed to meet your specific requirements using our [SecuRecruit Search Methodology](#), which is customized for the executive and management level security career marketplace

### 4. Emphasis on "Capabilities"

Our staff is comprised of former corporate security professionals - who have a unique ability to assess security leadership capability - and seasoned recruiters who have the ability to identify the "best fit" for the culture and values of your organization

## We Know Security Recruiting....

At **David Hyde and Associates** we have a distinct advantage over other search firms when it comes to corporate security and security management recruiting.



In addition to having corporate recruiting expertise on staff, the reach of our professional security network ensures that the best and brightest candidates become aware of our searches.

We maintain an extensive national database of security management professionals, many of whom currently occupy senior security leadership roles across Canada. This ever-expanding talent database is one of the tools we use to tap into the most diverse candidate pool possible for our clients.

Research shows that most top leadership performers are already in the workforce. Because our recruiters are active participants within the security industry many of the candidates we speak with on your behalf are actually "passive" job-seekers.

Our security management career services extend well beyond recruitment and placement. We provide interim security leadership solutions on a contract basis, as well as post-hire support in the form of on-boarding and mentoring services for security management professionals in the field.

# David Hyde & Associates

## Our Practice Leaders

**David Hyde, M.Sc., CPC.** is an accredited security and business risk consultant with 25 years of experience within the private security sector. He was previously National Security Director for



Cadillac Fairview. In this role, he developed an industry-leading team of sixty (60) local, regional and national security management personnel. David holds a M.Sc. in Security and Risk Management from the University of Leicester and has completed the Wharton School's Development Program for Security Executives. He is a Certified Professional Coach and teaches security and risk management at the Schulich Executive Education Centre and University of Calgary.

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**Robyn Hunter** is a senior recruiting professional with over 20 years of talent acquisition and recruiting experience across a diverse range of business and industry sectors. She formerly led the Talent Acquisition program for Cadillac Fairview, a \$17 billion real estate corporation. While with the company, Robyn developed specialized expertise in recruiting and hiring mid- and senior-level security professionals across Canada. Robyn is a strategic leader with a proven record of success in developing effective recruiting strategies while delivering consistent results that support leadership and business objectives.



## SecuRecruit Search Methodology

Our [SecuRecruit Search Methodology](#) has 7 customized steps:

### COMPREHENSIVE NEEDS ASSESSMENT

Understand the corporate culture and full job requirements - identify "ideal candidate" profile using our [SecuRecruit Needs Analysis Tool](#)

### CUSTOMIZED SOURCING STRATEGY

Identify sources of potential candidates with our [SecuRecruit Talent Sourcing Tool](#) focusing on current top performers within the industry

### CANDIDATE IDENTIFICATION PROCESS

Target candidates meeting the job specifications and conduct preliminary interviews using our [SecuRecruit Interview Tool](#)

### CANDIDATE ASSESSMENT AND SHORT-LISTING

Conduct in-depth interviews and identify a short list of qualified, "best fit" candidates using our [SecuRecruit Candidate Assessment Tool](#)

### CLIENT PRESENTATION

Use our [SecuRecruit Candidate Profile Tool](#) to prepare a short-list of candidates. Arrange interviews based on confirmed short list.

### BACKGROUND SCREENING AND CREDENTIAL VERIFICATION

Conduct candidate reference checks, criminal record checks, educational and credential verification

### JOB OFFER, NEGOTIATIONS AND ACCEPTANCE

Assist client with presentation of job offer, negotiations and confirmation of candidate acceptance and start date