



**CYBERARK**

CyberArk Software is a global information security software company that protects organizations from cyber attacks that have made their way inside the network perimeter. CyberArk's privileged account security solutions protect organizations against external cyber attacks, internal threats and are used to improve compliance and productivity. The company is trusted by the world's leading companies – including 40 percent of the Fortune 100 and 17 of the world's top 20 banks – to protect their highest value information assets, infrastructure and applications. CyberArk is headquartered in Petach Tikvah, Israel, with U.S. headquarters located in Newton, MA. The company also has offices throughout EMEA and Asia-Pacific. In 2014, CyberArk completed its IPO on Nasdaq (NASDAQ: CYBR).

## The Situation

In 2011, CyberArk had ambitious growth plans. At the time, they were engaging with at least ten search firms; however, none of these organisations fully understood the CyberArk 'DNA' in terms of culture, fit and mentality. This meant that the candidates they offered up were simply not reaching the quality standards necessary for CyberArk to build their European team.

In 2012, Nick Baglin joined CyberArk as their new VP EMEA. Nick knew that he was coming on board to drive growth across Europe, and, realising that there was no consistency in the supply of quality candidates for his new region, recognised the need for a small number of trusted recruitment partners to aid this expansion. Consequently, he reached out to a handful of firms specialising in executive level sales recruitment.

As part of his shortlist of partners, Nick tasked Emerald specifically with growing the UK, France and Germany entities, as well as building teams from scratch in the Nordics, South Africa and Eastern Europe.

## The Solution

With Nick's support, the Emerald team took the time to really understand the company culture at CyberArk, as well as the profiles of their leading executives, and their extensive hiring strategy. This meant that we were able to consistently supply superior quality candidates and consequently, Emerald has now become a valued member of the Preferred Supplier List for CyberArk across EMEA.

“Emerald Technology has taken the time to understand our business so they can position us appropriately in the market. They have consequently found and attracted the right calibre of candidate for us in the last 24 months, and this has significantly supported our growth plans across EMEA.”

Emerald's success within this account is largely down to our team having developed a close working relationship with each and every Regional Director. We understand the team structure and cultural nuances of each country, ensuring that the candidates we source are the perfect fit.

Since 2012, we have filled in the region of 30 hires within CyberArk, spanning Account Executives, Sales Engineers, Technical Account Managers, Channel Managers, Marketing Managers and Regional Directors.

## The Results

Our contribution to the European headcount has had a tangible positive impact on the EMEA quota. Emerald's strong performance fully supported CyberArk in laying the foundations for further growth across Europe.

Emerald continues to work in close partnership with CyberArk, and now assists with all of their EMEA hires, with a view to continued support of its business needs.

**Nick Baglin**  
VP EMEA CyberArk

