

A TECHNOLOGY STAFFING STUDY

HOW WE ACCELERATED CYBERSECURITY HIRES IN NICHE SKILL AREAS

The Challenge

A global leader in energy and infrastructure technology faced a critical hiring need for a **PKI Technical Lead** with specialized Venafi expertise. The role required both hands-on technical ownership and leadership under the CISO. With talent in this niche space scarce, the client needed a partner who could respond quickly and effectively.

Our Approach

From the start, we collaborated with the client to craft a detailed job description and develop custom screening questions to align on both technical and leadership needs. Through this strong partnership, our team quickly mobilized to source, pre-screen, and interview qualified candidates within 48 hours.

The Outcome

Within two days of initiating the search, Brilliant presented the client with three highly qualified candidates. Recognizing the urgency, the client completed interviews over the following two days and finalized a hiring decision within five business days.

Why It Worked

Brilliant's approach delivered results through **Speed to Market, Partnership & Trust**, and **Quality through Detail**. By combining precision in the job brief with an agile recruiting process, we dramatically shortened the hiring cycle for this highly specialized **PKI Technical Lead** role.

Our strong relationship and open communication with the client allowed us to fully understand the stakes and urgency, enabling a rapid and effective response. Through tailored screening criteria and thorough vetting, we ensured the client saw only top-tier, fully qualified candidates, saving time and reinforcing confidence in the process.

“What stood out in this search was how quickly we were able to deliver results in one of the most niche markets out there. Because of the trust we've built with the client, they leaned on us heavily, and we were able to respond with speed and precision. At Brilliant, we pride ourselves on being able to take a detailed brief, move with urgency, and still deliver quality candidates in record time. That commitment is what allows us to handle highly specialized searches like this and make the challenging feel routine.”

- Jon Amador,
Practice Director,
Technology Staffing