



CASE STUDY

# Executive Search in Action (France)





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# Client Case Study

**Adeptis Group** partnered with **Inovie Group** during a critical phase **following a major cyberattack** and a period of rapid growth.

The objective was to strengthen cybersecurity leadership locally while aligning to a central group strategy.





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# The Challenge

Inovie faced the dual pressure of **post-incident remediation** and **rapid organisational expansion**.

**Cybersecurity governance had historically been decentralised and underdeveloped** at a regional level, leaving the organisation exposed in a highly regulated healthcare environment.

They needed to **create and recruit its first Regional CISO roles** to structure cybersecurity governance across multiple critical sites. The roles required **senior leadership, healthcare-sector risk awareness, and the ability to operate across complex, multi-site environments** while aligning with group-level reporting and frameworks.





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# Reality of the Market

The market for experienced cybersecurity leaders is **highly constrained.**

CISOs with both **strategic governance expertise and hands-on operational credibility**, particularly within regulated environments, **are scarce and in high demand** making speed and precision essential.





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# The Approach

We led with an **advisory-first search**, closely qualifying the role with group cybersecurity leadership to align expectations with real market conditions.

We then **activated our specialist cybersecurity network** to target only proven, delivery-focused leaders.

**Within one week**, we delivered a **shortlist of 18 fully aligned Regional CISO candidates**.

**90% were interviewed**, enabling rapid, confident decision-making without compromising quality.





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# The Outcome

Inovie successfully placed Regional CISOs across key regions, establishing a sustainable, group-wide cybersecurity governance model.

Following this success, Adeptis Group was entrusted with further strategic cybersecurity hires, **becoming Inovie's long-term recruitment partner for both leadership and technical roles.**





Connecting Talent, Securing the Future