



CASE STUDY

# Statement of Work in **Action** (UK)





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# What is Statement of Work

A **Statement of Work (SoW)** is an **outcome-led delivery model** where **scope, timelines, and responsibilities are agreed upfront.**

Rather than hiring for capacity, **clients contract for defined deliverables**, ensuring **clarity, speed, and reduced delivery risk** especially in high-stakes, time-critical scenarios





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# Client Case Study

As regulatory pressure intensified across the UK and France, **a mid-market cybersecurity consultancy** saw **client demand accelerate without the internal capacity** to scale delivery through permanent headcount alone.

During the **peak holiday period of December 2025**, they turned to Adeptis with an urgent requirement:

A **regulated client needed an OT Security Consultant** to start in **January 2026**.

The **delivery window was just three weeks**. Any delay would have put a critical security programme at risk.





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# The Challenge

The role required a rare combination: **deep OT security** expertise and an **active security clearance**.

The client's internal talent team had no capacity and limited reach into cleared cyber talent pools.

Traditional sourcing routes were too slow, particularly during the holiday season.

**Urgency, compliance, and delivery risk converged.**





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# The Reality of the Market

**Within a week**, we identified **multiple strong profiles**. While **most were technically qualified**, the **majority did not hold active security clearance**, immediately disqualifying them for the project.

This **reinforced a key market truth** across the UK and France: **clearance-ready cyber talent is scarce, timing-sensitive, and not accessible** through standard channels.





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# The Approach

**Adeptis** engaged the client on a **Statement of Work** basis, as in **urgent, regulated environments, SoW** provides **structure** where **contracting alone often falls short.**

**Leveraging our global talent network**, we **identified and secured** a suitably cleared OT Security Consultant **within one week** ready to start on the **23<sup>rd</sup> of January 2026.**

This **highlighted** both **speed of execution** and the **calibre of talent** already **within our ecosystem.**





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# Advisory-Led Execution

Throughout delivery, **Adeptis** operated as an active **advisor, to both client and candidate.**

We supported the client with **real-time insights on talent and clearance availability**, rate movement, and delivery risk, while advising the candidate on **project context**, delivery expectations, and **long-term market positioning.**

This ensured confidence on both sides before day one.





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# The Outcome

The consultant **started on time on the 23<sup>rd</sup> of January** with the **potential of extended collaboration.**

The client **met delivery commitments** without permanent hiring or internal strain.

The project (currently on going) is **moving forward with clarity, accountability, and momentum** demonstrating how **SoW** can unlock speed and certainty in the cyber market.





Connecting Talent, Securing the Future