Information Technology Center of Expertise

Korn Ferry Futurestep is the global industry leader in talent acquisition for emerging leaders, offering scalable, flexible services to help organizations meet their recruitment needs.

Professional Search for 'Emerging Leaders'

Identifying an organization's next generation of leaders is critical to driving business success today and in the years to come. We help our clients build their organizational talent depth in support of succession planning initiatives by identifying, attracting, and securing key professionals at the mid- to-upper levels of management.

As one of Korn Ferry's central talent acquisition segments, our Professional Search practice leverages an international team of consultants, the most extensive candidate database in the industry, and innovative recruitment technologies to perform our searches. Korn Ferry's assessment platform, KF4D, complements the functional and industry expertise of our consultants by measuring traits, drivers, and competencies to ensure the right cultural fit to our clients. We follow a time-tested and consultative process to identify, screen, present and place emerging leaders in both single-search and multiple managed search projects.

Futurestep's Information Technology Center of Expertise is a highly specialized group of more than 80 professionals around the world. The team, with its deep functional expertise, is seamlessly integrated with its Korn Ferry Executive Search counterpart, the Information Technology Officers Practice.

IT PRACTICE SNAPSHOT

- 600+ Information Technology searches globally at the mid-management level
- Team is a composite of executive search and industry experts, integrated with multi-disciplinary functional depth.

REPRESENTATIVE ENGAGEMENTS

- Director of Application Architecture, MGM Resorts International
- Global Head of Cyber Security Operations, Cognizant
- IT Executive Director, Cirrus Aircraft
- Director of Software Engineering, Tyco
- Senior Director of Information Security, Valspar
- Chief Information Officer, Situs
- Director of Networks and Telephony Systems, Maui Jim
- SAP HANA BI Expert, Agilent
- Senior Director of Information Security, Express Scripts
- Dir. of Technology Operations, H&R Block
- Viice President of Security Engineering, American Express
- Director of Analytics, Purolator
- CISO, Mallinckrodt
- Chief Data Architect, USAA

Areas of Expertise

IT Leadership

Leveraging industry and functional expertise, our organizational experts place leaders in Chief, Vice President, Director, or Management roles. With proprietary databases, methods and tools focused on talent sourcing, development and assessment, we identify and engage the right "emerging leaders" to support each client's unique business goals.

Once we have found talent with the right skills and experience, we look to ensure a cultural fit. Studies show that one of the primary reasons leaders fail on the job is not a lack of skills but a poor cultural fit with the organization. Korn Ferry research has found that 40% to 60% of Technology leaders fail and up to half of new Technology leaders quit or are fired within the first 18 months at a new employer because of poor fit. By delivering a full picture of the candidate - one that takes into account who he or she is in addition to what they can do - KF4D enables us to gauge cultural fit and increase the likelihood of a successful placement.

Individual Contributor

We apply the same rigorous methodologies, tools and processes to identify critical talent at the Junior, Mid-Level, Senior and Principal levels across all areas of the IT function including: Systems / Software / Web Services, Cybersecurity, Architecture, Data & Analytics, E-Commerce, Digital, Project Management, Mobility, Infrastructure, DevOps, and ERP Solutions.

The demand for talent with these skillsets currently outweighs supply, increasing the level of competition and difficulty of retention, and the discrepancy will only become more acute in the years to come. In the US alone, by 2018 there will be 181,000 deep analytics roles and five times that many positions requiring skills in data management and interpretation. The success of an organization's enterprise operations depends on having the right IT talent for today and for the future.

Functional Expertise

Amid our extensive experience in wireless, devices, software, semiconductor and professional services, we have a specialization within new business models, emerging trends and services-based businesses.

Amid our extensive experience in software, wireless, devices, professional services, and semiconductor, we have a specialization across key market segments, including: Technology, Financial Services, Life Sciences, Consumer, Industrial, and Healthcare. Key functional areas of expertise include:

- CIO / CTO / Technology Leadership
- Information Security / Risk Management / IT Governance
- Systems and Data Architecture
- Business Intelligence and Data Analytics
- Application Development (enterprise, mobile, e-commerce, IoT, Cloud)
- IT Operations / Service Delivery
- Infrastructure Design, Build, and Run
- Program / Project Management (PMO)
- E-Commerce / Digital and Social Media

Our team operates as a cohesive unit with one principal interest: to be a trusted advisor to clients in all aspects of recruiting IT professionals and leaders who will deliver lasting impact. We focus on achieving real business outcomes for our clients and emphasize solutions tailored to their unique needs and requirements.

Key Contact

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