

Harmonising Workforce Development in a Private Sector

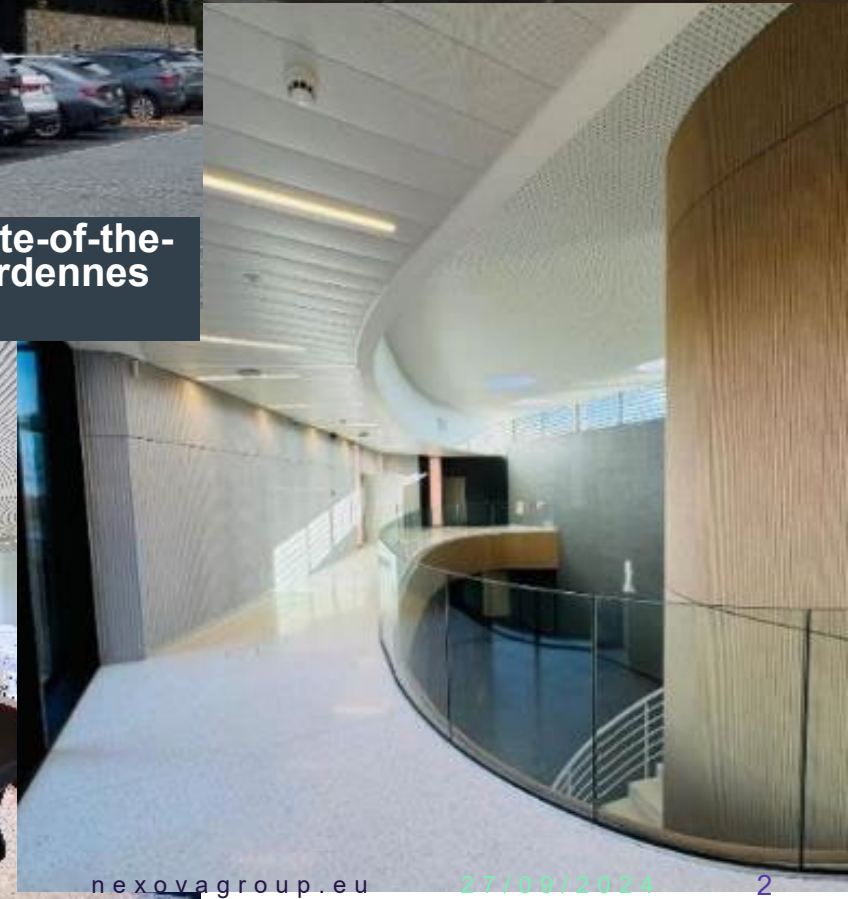


What We Do

- At Nexova, we're on a mission to enhance cyber resilience and foster digital trust through cutting-edge services and advanced technologies.
- We combine engineering solutions and security services for critical infrastructures and operations across Europe.
- Located in Belgium, our new purpose built state of the art Cybersecurity Centre of Excellence will aim to offer a comprehensive range of advance solutions.



• Nexova headquarters, a state-of-the-art centre in the Belgian Ardennes



Our expertise: Navigating and recruiting in the cybersecurity market

1.

Over 10 years of experience recruiting cybersecurity talent.

2.

Successful in hiring the right talent in at least 11 European countries.

3.

Very good understanding of the talent needs in major Institutions and companies in Europe.

4.

Seen as experts in being able to recruit highly skilled and senior cybersecurity talent.

5.

Built in expertise and know-how on sourcing and headhunting scarce profiles.

6.

Specialized aerospace, defense and critical infrastructure markets.



CHALLENGES

Talent Gap

- The gap between demand & supply continue to grow with more and more demand for cybersecurity talent.

Skills Gap

- There still not enough people with the right technical and soft skills.

It's a candidate market

- Everyone is fishing from the same pond. In the talent war, talent has won.

Higher attrition rate

- Shorter lifecycle of an employee, competing benefits & salary causes higher turnover.

Lack of Common Language

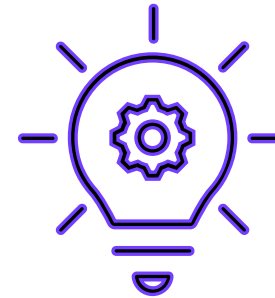
- Risk of misinterpretation between actual experience and how its conveyed in a CV



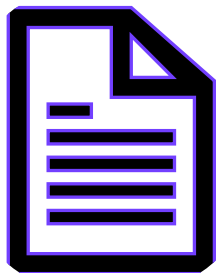
OUR APPROACH



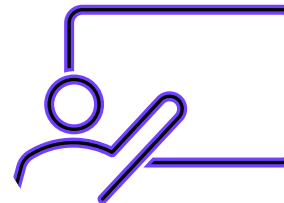
Using Skills Based Hiring approach during the entire recruitment process. Using technical grid to allow non-technical HR to recruit better.



Implementation of ECSF at an early stage to help to talent acquisition strategy internally and in creating best practice hiring



ECSF has helped in creating a database of search terms to allow for more effective sourcing and screening



Internal Gap analysis to identify tailored internal training needed to upskill employees and promote internal mobility. Recruiting from within.



HOW TO MOVE FORWARD

Continuous mapping and tracking of educations and trainings out there

1

Closer collaboration between education and workforce to ensure aligned curricula

2

More importance given to upskilling and reskilling of talents

3

More focus on soft skills (presentation, communication) starting from university

4

Longer practical training for student, to give them more exposure to reality

5

Due to quick skills evolution, frequent gap analysis to harmonize the needs

6



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