

## Hive Leader - Red Team

CovertSwarm exists to outpace cyber threats by constantly compromising our clients. Our Swarm continues to grow, and our Red Team is recruiting.

### About CovertSwarm

Our goal is simple: We aim to compromise our clients, constantly. Our Hives - a specialist team - 'swarm' around our targets, always looking for a new way to compromise them.

As a result, we provide security insights and advice based upon our client's technological controls and mitigating solutions, and propose improvements that can be made from a training, process, and physical control perspective.

### The role

CovertSwarm is looking for a Hive Leader for our newest Hive. A Hive Leader leads 10-12 Hive Members, all of which have a varying and diverse range of skillsets and expertise.

The key responsibilities for this role, include:

- Team Leadership and Mentoring
- Delivery and Operational Ownership
- Supporting Business Development (Pre-Sales)
- Recruitment and People Management
- Client Account Management

The Hive Leader may be assigned additional responsibilities to help support the needs of the business and key strategic initiatives, as required.

Whilst the Hive Leader is not expected to directly deliver client projects, they will be at least 25% utilised for client delivery each month: this accounts for the time they are engaged supporting their Hive on client or prospective client related work, such as advising and mentoring their Hive Members' delivery, escalations, and general client management for briefings and pre-sales.

As a Hive Leader you will be pivotal to helping drive our continued, strong growth.

### Who we are looking for

Whilst the Hive Leader is not required to be a technical expert in any given Penetration Testing or Red-Team domain, they must have a significant level of experience, technical depth, information security understanding, and - critically - be able to lead people effectively and in line with our positive work culture.

Prior experience in team management within the security industry is essential, and the core values that we at CovertSwarm instil in our team are vital for successful candidates to believe, echo and nurture.

We seek someone with the ability to articulate the Hive's findings with clients at a business/commercial level - being sensitive to non-technical, senior audiences. You will therefore need a blend of technical and non-technical 'soft' skills. It is key that you are comfortable speaking with and briefing up to the Board-level of some of the world's most progressive brands.

## Benefits

Aside from working with some of the most talented and passionate people in the industry we can also offer you:

- A fully remote (working from home - 'anywhere in the world') role with only the need to travel to client sites when in-person meetings are required, or we are running our quarterly meetups.
- You will not have to use a word processor for report writing - we deliver the results of our endeavours through our bespoke online portal.
- A culture born of vulnerability research. Reporting missing HTTP headers and SSL/TLS weaknesses, and outdated software patch versions is just 'noise' in our view. We focus on the actual point of compromise and continually look for new ways to breach our clients.
- Work when you want - That does not have to be a 9-5, but we ask that the job is done well, and core meetings are attended online.
- We all go to DEF CON, every year (well, when it is not cancelled!)
- Software, hardware, and research materials are not bound by strict limits. If you need a resource to deliver to the best of your ability, we will aim to accommodate this.
- Unlimited Training - If it is relevant and will help you, your Hive team, and CovertSwarm to better breach and educate our clients, then you can do whatever training you need to fulfil this.
- Unlimited Holiday - We all need downtime, take it, whenever you need it. There are no prizes for burnout. You work to live, not live to work.
- If you present at a major infosec event/hacker conference, then we will pay your expenses and give you a bonus to reflect this. We want to give back to this great community that continues to help us all.
- No corporate politics - The continued growth of CovertSwarm as a business, the team, and the quality of our services depends upon us being radically candid with one another. Always.

We pay good salaries, have a brilliant culture, and our Board are even hackers too! However, if you are just chasing the biggest pay packet, or are driven by your ego, then we are not for you, and you are not for us.

## Join the Swarm

If you love Cybersecurity but are currently held-back, bored, or not inspired to do great work every day in the best and fastest growing industry in the world, then we want to hear from you.

If you truly want to be part of something new, exciting, and different and to get away from the monotony of traditional cybersecurity roles then get in touch by sending us a quick message and your CV/resume: [jointheswarm@covertswarm.com](mailto:jointheswarm@covertswarm.com)