Briefing Content

- About Foresight Cyber

- Roles, Remuneration & Benefits

- Training and Self-Development

About Foresight Cyber

FORESIGHT®
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Securing digital transformations and protecting businesses from cyber attacks by combining our expert knowledge and carefully selected technology vendors since 2009

Assessments + Consulting + Managed Services

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Working with clients

and partners across

Europe and The Middle East

Cyber Security Domains

Technologies & Vendors

Managed Services		
Vulnerability Management	Firewall Management	
Remediations Orchestrations	Cyber Incidents & Threat Hunting	
Firewall & Network Assurance	Asset inventory health monitoring	

Consulting & Professional Services		
Vulnerability & Patch Process Re-Engineering	Cloud Migrations & Security	
Securing Zero-trust Architectures	Preparing organisations for PCI DSS and ISO Compliance	
Network Segregations	Digital Transformations	
Asset Management Processes	Breach Management	

Cyber, Privacy & Technology Assessments		
Cyber Security (Silver, Gold, Platinum levels)	Employee Security Awareness	
GDPR Compliance	Document & Information Secure Lifecycle	
Incident Management Preparedness	IT Asset management reviews	

Our Values

- Our **honesty** always wins in the long run
- We **protect** our clients' data and information as if it was our own
- We assume **good intent** unless proven otherwise

- We treat everyone in our team and our clients with **respect**, regardless of their gender, sexual orientation, faith, race or political views
- We are proactive, taking the **initiative**: asking for forgiveness later rather than prior permission

Company structure

Company structure enables us to be agile and increase the value over time

UK registered company

- Foresight Cyber Ltd
- Employee options' pool
- Holds all intellectual property and trademarks
- Holds contracts with customers and suppliers

CZ registered company

- Foresight Cyber s.r.o.
- Wholly owned by the UK company
- A service company
- CZ Employee contracts
- Contracts with CZ and some EU clients

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Roles, Remuneration & Benefits

Roles at Foresight Cyber

A role structure that promotes transparency in our teams and towards our clients

Levels	Example role names	Responsibility & Notes
Director	CTO, CEO, CFO	Overall accountability for company performance and legality of processes
Head of / Principal	Head of Service Delivery Head of Technology Operations Principal Consultant	Accountable for given process(es) in the company Only one head / principal per process Must live company management values
Lead / Expert	Lead Consultant Lead Manager Expert, Expert Analyst	Responsibility for delivery of complex processes or large projects Must live company management values
Senior	Senior Consultant Senior Manager Senior Analyst	Responsibility for delivery of processes, projects
Junior	Junior Consultant Junior Analyst, Junior Cyber Support	Support delivering part of services or projects
Apprentice	Apprentice	

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- We are a competitive employer attracting top talent
- Financial and other benefits
- No limits on annual salary increases

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Overview of available benefits

- Paid time off such as PTO sick days, birthday, child's birth, and additional vacation days
- Health insurance
- Life insurance
- Vision tests
- Pension *(company contribution varies by role)*
- Food support / tickets
- Company Car or Car Allowance *(company contribution varies by role)*
- Company phone and data / call plan

- Tuition reimbursement (T&C apply)
- Childcare benefits (subject to government regulations)
- Gym membership reimbursement (subject to tax benefits)
- Commuting/travel assistance
- Working from home options and equipment
- Workplace perks such as recreation activities, food and coffee, and flexible work schedules
- Training and certification budget for both teams and individuals

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Remuneration & Benefits

Role level	Pension contribution [2]	Car Allowance	Share Options	Role Bonus coefficient [2]	Vacation [1]
Director	Up to 10%	600	Contract	30%	Standard + 10 days
Head of / Principal	Up to 8%	300	Yes	20%	Standard + 10 days
Lead / Expert	Up to 5%	No	Yes	15%	Standard + 5 days
Senior	Up to 5%	No	No	10%	Standard + 3 days
Junior	As per legislation	No	No	5%	Standard
Apprentice	As per legislation	No	No	N/A	Standard

[1] 'Standard' means mandatory annual leave entitlement required by the respective country law
[2] Based on gross annual salary in past 12 months. Bonus is discretionary and subject to directors' approval

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Role requirements and qualifying criteria

Role name & Level	Years of experience	Qualification	SFIA level [1]	Language level [2]
Director	10 years	Relevant university degree or additional 5 years of relevant experience	6-7	C2
Head of / Principal	5 years	Relevant degree or additional 2 years of relevant experience	5-6	C1
Lead / Expert	3 years	Professional certifications relevant to the role	4	B2
Senior	2 years	Professional certifications relevant to the role	3	B2
Junior	None	--	2	B1
Apprentice	None	--	1	B1

[1] https://sfia-online.org/en/about-sfia/how-sfia-works
[2] https://www.commoneuropeanframework.org

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Training and Self-Development

Training and Self-Development

Your learning never stops

- Annual training targets agreed with your manager and linked to your annual bonus

- Company sponsorship of personal development, e.g. higher-education, MBA

- Manage your annual training money as set by the management

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