

# Jivaro Professional Headhunters Gets Complete Peace of Mind with Vera

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Ron Harrison, CEO  
Jivaro Professional Headhunters

## Jivaro Profile

Jivaro is recognized as one of the top staffing and executive search firms in the technology industry. The firm generates and distributes thousands of documents each day, including resumes, client fee agreements, and job descriptions from its client companies, many of whom are stealth-mode start-ups. Given the hotly competitive hunt for top talent in the industry, virtually all of this information is sensitive, confidential and proprietary. It is Jivaro’s intellectual property and would be disastrous if in the wrong hands.

## Pain Points

A key challenge for Jivaro was the loss of access control once data was shared via email, mobile devices or through the cloud. “Like every organization, we have had occasional data leaks in the past, and it’s posed some problems for us,” says CEO Ron Harrison. “If another recruiter gets hold of one of our resumes, or information on a client that’s in stealth mode, it means a potential loss of revenue. What we’re trying to do is prevent that data that we’re sending out from moving on to another company that we’re not aware of.”

In addition to data leakage concerns, another issue in the recruiting industry is representation disputes, in which a hiring manager gets the same candidate from two firms. One firm is bound to lose the business and essentially has no recourse to prove it represented the candidate.

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## The Vera Solution

Jivaro implemented the Vera data security solution, which is designed to protect data after it has left the enterprise perimeter. The Vera solution wraps data in security policies that a company can customize to its needs. It enables the originating company to restrict access, track when, by whom and for how long a document is opened. It can also revoke access at any time, and limit the duration of availability with a “time bomb” that renders it inaccessible after a specified time.

“Vera’s real value for us is peace of mind,” Harrison says, “because we know our intellectual property is being seen only by those that we intend to see it, and it’s not falling into the wrong hands.”

Among the key benefits Jivaro has experienced:

- **Transparency:** “What I absolutely love is the transparency of a document as it progresses through an email chain. We know what’s happening with it and who’s opening it.”
- **Ease of implementation:** “There’s virtually no training required,” says Josh Bear, COO of Jivaro. “We were up and running and protecting documents literally within minutes of downloading the Vera solution.”
- **User experience:** “It was important to us that Vera didn’t change the way our clients receive information from us. For them, it’s exactly the same as before.”

Harrison also reports that the Vera solution has virtually eliminated the issue of representation disputes. The firm always knows whether, when and for how long a resume was opened and to whom it was forwarded. Vera also enables Jivaro to protect its clients’ confidential information by “time-bombing” the job descriptions it sends to candidates.

“We looked at other options for protecting our data,” Ron says, “but there simply were no other solutions like this. Vera was the only one that answered all our needs by enabling us to directly attach our specific security rules and policies on the data itself. And this gives our security administrators the power to control access to our data no matter where it goes.”

