

enteles search

# SECURING YOUR FUTURE.



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# About Us

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enteles Search was formed by Chris Meager and James Butler, two of the leading recruiters operating in the global security and investigative space. With a shared vision and an unwavering commitment to excellence, Chris and James identified a gap in the market for a truly boutique offering, and established enteles Search to provide executive search solutions to the international corporate security and investigative markets.

Partnering with key advisors, we leverage not only our 45 years of combined recruitment experience, but also decades of practical security and investigative experience to our clients and candidates.

Change starts with enteles Search, for both your future and for your organisation.



# Our Values

In a dynamic landscape where the only constant is change, we have crafted a foundation built on three pillars: Diversity, Responsivity, and Adaptability. These values are not just words on a page; they define who we are and how we operate.



## Diversity

At enteles, we are passionate advocates of the positive changes that the security and investigative industry is making towards increasing diversity. We are committed towards raising the bar when it comes to increasing the diversity of our clients' security and investigative teams, recognising the rich benefits a diverse workforce can bring. We are currently campaigning to increase the representation of females within the field.



## Responsivity

We do what talent acquisition teams can't; react quickly. Our expert knowledge within the sector globally enables us to source candidates without having to spend time researching who's who, we know who the up-and-coming stars of the sector are and we can find people who aren't on social media. The simple fact is people pick up the phone to us!



## Adaptability

We recognize that the realm of security is constantly evolving, and so are the unique needs of our clients. We are driven by the belief that adaptability is a catalyst for innovation. Our mission is to stand as a trusted partner to our clients, offering tailored security recruitment solutions that are as dynamic as the threats they face.



# The Leadership Team



**James Butler**  
Managing Partner

James has been working within the security executive search space for nearly 21 years, placing both local and expatriate professionals across 43 countries. Before founding enteles Search with Chris Meager, James held various leadership roles with security recruitment firms, leading their search practices across Europe, Middle East, Africa and Asia.

James is passionate about the subject of diversity in security, actively encouraging his clients to embrace a more diverse and inclusive approach to their recruitment processes. He sits on the Women in Security group within ASIS, actively contributing through participation and education.



**Chris Meager**  
Managing Partner

Chris has spent twenty-four years working within the security profession, which has seen him work on CSO level searches for some of the largest multinationals in the world and place people in over 45 countries. Chris regularly speaks at industry events both in Europe and the US, on subjects ranging from Diversity & Inclusion, through to how a business' culture can affect a CSO and the security management function.

He has worked with companies to help them increase the diversity of their security and resilience functions, successfully targeting diverse candidates for roles ranging from CSO, to Regional Security Directors, and niche SMEs in intelligence and investigations. Chris holds a Post-graduate Diploma in Security Management from Leicester University and is a member of ASIS International, the Security Institute and the Association of International Risk Intelligence Professionals.

# WHAT WE COVER

- Physical Security and Asset Protection
- Fraud
- Investigations
- Loss Prevention
- Crisis Management
- HSSE
- Event and Travel Security
- Brand Protection and Anti Illicit Trade
- Intelligence and Geopolitics
- Systems Security
- Business Continuity
- IT Resilience
- Forensic Continuity
- Digital Forensics
- E-discovery
- Due diligence

## WHY WORK WITH US



### OUR GLOBAL NETWORKS

We have an outstanding international network across both the public and private sectors, at all levels of seniority.



### OUR DEEP EXPERIENCE

We have 45 years of combined experience in recruiting within the security and investigative space globally.



### OUR INTERNATIONAL EXPOSURE

Few sector recruiters attend the breadth of international conferences that we do, resulting in us having years of experience in developing face-to-face, long-lasting relationships.



### OUR COMPREHENSIVE PROCESS

We will lead you through the search process, advising you on the most appropriate talent attraction strategy for your role.



### OUR UNIQUE RELATIONSHIPS

We are recruiters that security leadership will trust with their careers, regularly providing counsel to ensure that they are best positioned for new opportunities.



### OUR EFFICIENCY

We work in this niche every day, we know who is active and how to motivate the passive candidate. The result is an efficient, thorough and ultimately successful process.



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**Get in touch**

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## SPECIALISMS

# CORPORATE SECURITY

## WHAT WE OFFER

enteles Search has unparalleled experience in placing corporate security professionals for organisations across the globe. Whether you are looking to hire permanent staff, embed an experienced consultant into your existing team, or identify a short-term contract resource; enteles have you covered!

We spend significant time networking in the sector and we are the recruiter that the brightest talent seeks counsel from, whether that's around organisational development or to discuss their own career.

## TRACK RECORD

Having placed in over 65 countries, we have an enviable track record in working closely with global entities who are looking to build out their corporate security function, be that at a local or expatriate level. Whether you are looking to recruit a Senior Site Security Manager in the UK, a Country Security Manager in Mumbai, or a Regional Security Director in Switzerland, you can be reassured that we know what a great candidate looks like.

## RECENT HIRES

- **Prudential** - Group Chief Security Officer (Hong Kong).
- **Unilever** - Regional Security Manager, West Africa (Nigeria).
- **EY** - Regional Security Director, Europe West (Germany)
- **ByteDance** - EP Team Leader (Singapore)
- **Formula 1** - Security Lead, Personnel & Asset Protection (UK).

## SPECIALISMS

# INTELLIGENCE

## WHAT WE OFFER

enteles Search is the market leader in placing intelligence and analytical professionals for organisations across the globe. Whether you are looking to hire permanent staff, embed an experienced third party analyst in your existing team or identify a short-term contract resource, we will be able to draw on our deep experience in placing intelligence professionals.

## TRACK RECORD

We are the go-to resource for the best and the brightest when they are looking for new opportunities. We work closely with SMEs covering geopolitics, business intelligence, activism and issues management, security incidents, environmental threat, social media monitoring, and travel security. Whether you have an interest in candidates who've come from the military, police, intelligence services, or from an academic background we have the access you need.

## RECENT HIRES

- **Dragonfly** - Head of Advisory Services (UK).
- **Aperio Intelligence** - Head of France (France).
- **Diageo** - Intelligence Manager (UK).
- **EthiXbase** - Head of Research Operations (Turkey).
- **GSK** - Senior Intelligence Analyst (UK).

## SPECIALISMS

# INVESTIGATIONS

## WHAT WE OFFER

With over 4 years of recruiting within the investigations space we boast an enviable track record in working closely with global entities who are looking to build out their investigative function, be that 'in-house' or within a more consultative organisation. We have built global investigative teams for some of the world's biggest firms and have unrivalled access to global experts in the field.



## TRACK RECORD

Whether you are looking to recruit a Global Head of Investigations in the US, a Digital Investigations Manager in the UK or a Forensics Investigations Director in Russia, we have you covered.

## RECENT HIRES

- **Risk Advisory** - Deputy Head of BI - Americas (USA).
- **Solvay** - Global Investigations Manager (Canada).
- **Prudential** - Regional Investigations Manager, Africa (Kenya).
- **APP** - Deputy Head of Investigations (Indonesia).
- **Vorboss** - Lead Investigator (UK).



SPECIALISMS

# RESILIENCE

## WHAT WE OFFER

Whether you are looking to hire permanent staff, embed an interim solution or identify a short-term contract resource, we are able to draw on our deep experience in placing resilience professionals across the globe.

We work closely with SMEs covering crisis management, business continuity, IT resilience, and disaster recovery. The enteles team has over 45 years' experience recruiting in this space and has successfully filled roles in over 65 countries in that time.

## RECENT HIRES

- **Danske Bank** - Operational Resilience Manager (Denmark).
- **BMO** - Snr Associate Crisis Management (UK).
- **Cartier** - Head of Business Continuity (Switzerland).
- **Diageo** - Business Continuity Manager (UK).

# What our clients say...

“

Chris assisted in the selection of two key positions for the NBA international team. I cannot recommend Chris and the team at Enteles highly enough. The attention to detail, the clear listening and understanding of the brief and the support throughout the process to select the best candidate for the position was flawless. It was also refreshing that Chris selected candidates with a range of attributes and experiences, interesting people all who brought something to the role they were applying for. Thank you!

”

- VP, Head of International Security.



“

I cannot recommend James, Chris and Enteles enough. I had a very difficult project that needed 7 senior security professionals ranging from manager to director level. The timescales were short, the location was in the Middle East for the World Cup and the candidate profiles I needed were varied. James and the team took on the challenge, provided shortlists before their deadline and all the candidates were exactly what we were looking for. All the candidates had been briefed on the project, had been verified against all the mandatory requirements and were well versed with the pay and benefits. This allowed me and my team to recruit all 7 positions in record time and now, having finished the project, I can honestly say each of the 7 did a fantastic job. Well done James, Chris and everyone at Enteles, I will never use another agency for security professionals, they are simply the best.

”

- Senior Security Vice President.



“

Chris provided a highly professional end-to-end service as we searched for two very specific roles. His depth of knowledge enabled us to understand market conditions that ensured an extremely successful solution was found. To say he lifted the burden of recruitment is an understatement. Each candidate was thoroughly vetted and researched which meant my time was focused. Background notes, quick pre and post interview follow-ups as well the odd call just to check in meant we never felt forgotten or that the search went off the boil. Feedback from candidates was good too; they felt thoroughly briefed and prepared before meeting us which was telling as the interviews flowed well allowing better scrutiny. Chris will always be at the top of my list of search specialists!

”

- Head of Security.



# Contact Us

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