



Updated 2017



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Bringing the Pieces Together



Who is BC Management, Inc.

BC Management, Inc. is internationally recognized as the premier executive search firm for business continuity, disaster recovery, high availability/ IT architecture, security, crisis management and risk management professionals. Our global reach includes niche industry thought leaders, world-renowned partnerships, an extensive, impressive list of internationally based clientele and top talent candidates. BC Management is more than an executive search firm, though. For over a decade, we've also been expanding our annual business continuity study to assess compensations and program management planning initiatives. Our expertise is evident in the valuable research reports, customized benchmarking and unrivaled educational outreach within our niche community.

We're much more than just the company, name recognition and branding. BC Management's informative team has presented at numerous industry leading conferences and events, has served on influential association and advisory boards, has been published in notable periodicals and has been honored with multiple awards. Our staffing team strives to stay connected as well as develop and foster long term relationships. This makes us a truly unique and powerful resource for both our clients and candidates.

BC Management and our staffing team have not only been recognized as noteworthy within the contingency profession, but our firm has also been recognized in the "[Wall Street Journal](#)". With decades of industry expertise and world-wide recognition, our firm Continues to exceed our client's expectations.



www.bcmanagement.com

Time To Elevate Programs



Fact Sheet

Corporate Name: BC Management, Inc

Address: 19744 Beach Blvd, #341, Huntington Beach, CA 92648

Phone: (714) 969-8006

Web Address: www.bcmanagement.com

Founded: March 2000

Incorporated: August 2002 as a California S Corporation.

Key Employees:



Cheyene Marling – *President*

Cheyene Marling has been an executive recruiter for 20 years, with over 18 of those years specializing in the business continuity field. Her career as an executive recruiter began in Madison, WI shortly after graduating from UW-Madison with a Bachelor's degree. Shortly after moving to southern California in 1998, she joined Management Recruiters International where she immediately began recruiting in the business continuity field. She quickly recognized that business continuity was getting lost within Management Recruiters International and thus decided to forge a new company solely dedicated to business continuity and founded BC Management, Inc. in 2000. Cheyene has become an integral part of the business continuity community, previously serving on the board for the Association of Contingency Planners of Los Angeles and Orange County and currently an active national board member of the Association of Contingency Planners. In addition, Cheyene also serves as an active professional on the Editorial Advisory Board for Continuity Insights. She was also the recipient of the inaugural ACP Hall of Fame award in 2006 and most recently awarded an Honorary MBCI by the Business Continuity Institute (BCI) in 2010.



Alicia Stevens – *Managing Director, Strategic Staffing*

Alicia Stevens has been a recruiter for more than 20 years with the last 12 years specializing in the business continuity profession. Prior to BC Management, Alicia was the Technical Recruitment Manager for Option One Mortgage and she was a corporate recruiter with Pacific Life Insurance Company. Her career as a corporate recruiter began soon after graduating from National University in San Diego, CA with a Bachelor's degree. Alicia has previously served on the board for the Association of Contingency Planners of Orange County as the Membership Director and she has given numerous presentations on hiring and career advancement within business continuity planning.

Services:

Staffing & Data Research within Business Continuity, Disaster Recovery, High Availability/ Storage/ Virtualization Architecture, Security, Crisis Management, Risk Management and GRC.

Geography Focus:

Primarily focused in North America, South America, Europe, Middle East and Asia Pacific.

Candidate Abstract:

Over 60,000 candidates in 90 countries. Skill sets range from recent graduate to global chief continuity, risk management, crisis management, resiliency, security executives.

Client Abstract:

Over 150 international clients covering all industries. Sample list of clients include NBC, Goodyear, US Bank, BP, Cisco, Boston College, JM Family and Symantec.



Staffing

"Through my tenure, I have worked with numerous search firms. What separates BC Management from the others is their one-on-one service. They are not just a name, but a recognizable face in this niche industry. I appreciate being able to work with a search firm that specializes in business continuity."

- VP BC Professional Services - Leading Professional Services Company



"BC Management approached us periodically with the message that we are here if you need our assistance. Once we did, we wished we had engaged them sooner. Their knowledge of and network in the BC/DR industry accelerated our search process by providing superior candidates in the locations that met our organizational needs."

- Head of Business Continuity - Global Financial Firm.



"I would have to say that BC Management is clearly the best... excellent follow-through, a thorough, valid understanding of the requirements for the position, a large roster of qualified candidates and an in-depth of understanding for the business."

- VP, Corporate Security - Major Telecommunication Company

Staffing Engagement Overview:

Since 2000 our focus has been placing experienced contingency/ resiliency related professionals.

- Placements include entry-level analyst to global heads.
- Over 400 placements internationally.
- Staffing services include both permanent, contract and contract-to-hire placement.
- We offer both retained and contingent search options.
- Fees will vary depending on our client's staffing needs and number of open positions

Our Value:

- **Experience** – Decades of recruitment expertise within the resiliency, risk management and crisis management profession.
- **Stability** – Celebrating over 17 years in business.
- **Connected** – Database of over 60,000 resiliency, risk management and crisis management professionals.
- **World-wide** – Coverage in over 90 countries.
- **Relationship Based** – We personally know many of our hiring managers and candidates.
- **Hidden Candidates** – The majority of our candidates DO NOT post/ search on job boards.
- **Save Time** – Present top talent within 5 business days.
- **Selective** – Represent and submit the most qualified professionals.
- **Knowledge** – Our annual BCM study arms us with information on how to elevate programs.
- **Dedication** – Exclusively staff in the resiliency, risk management and crisis management profession.
- **Visibility** – Regularly attend and speak at leading industry events world-wide.

Our Recruitment Strategy:

- Assess your staffing needs, skill sets, competencies, culture and program needs.
- Structure a recruitment model based on your urgency and personnel search.
- Notify available top talent meeting your search criteria via our BCM Jobs eNotification tool and targeting candidates within our extensive database of over 60,000 professionals.
- Qualify talent and assess a match based on our proprietary skills matrix and knowledge of the resiliency profession.
- Present qualified, screened professionals for your review within 3-5 days from commencement of search.
- Assist in scheduling interviews that work around your schedule and conduct post-interview follow-up.
- Conduct reference checks and background checks (upon request) on your selected candidate.
- Support you through the offer negotiation and ensure a smooth on boarding process.
- Conduct periodic post-placement check-in calls to guarantee a successful placement.



Research

"I found BC Management's benchmarking reports to be quite valuable. It gave our organization a look behind the scenes on what our competitors are doing with their BCM programs in regards to budget, headcount, reporting structures as well as vendor utilization on an undisclosed, proprietary basis. To my knowledge, no one else is providing this type of service in elevating the internal program planning efforts and the profession as a whole."

- VP, Business Continuity – Major Financial Services Firm



"BC Management's benchmarking studies were extremely helpful in comparing our BCM program to our competitors or other "like" companies. We really appreciated all the help and wisdom and we were extremely grateful for their expertise. As a result, we were able to double our staff!"

- Director, BCP – Major Healthcare Organization



"Not only did my organization receive an incredible report for a fair price, BC Management took the time to personally go through the report with me. This armed me with several talking points when preparing for my Executive Committee meeting."

- BCM Director – Major Insurance Company

Data Research Overview:

- Data research collected on an annual basis via BC Management's BCM International Study.
- Compensation research since 2001 and program management research since 2005.
- Annual study available in English, Spanish, French, Japanese and Chinese.
- In 2009 we added an [International Benchmarking Advisory Committee](#), which is composed of 22 international thought leaders, to ensure study reflects topics of importance.
- WorldAPP Key Survey built our customized assessment tool to quickly assess our annual study findings.
- Over 2,000 respondents from over 50 countries participate.
- We diversified our data research business and added research reporting in 2006. [Enhanced reporting in 2009.](#)
- **Standard Reports**
 - Nine reports published once a year and sold continuously. Prices vary from \$75 - \$1,750.
 - [Compensation reports](#) for USA, Canada, Europe and Asia Pacific.
 - [BCM Trending, Event Impact Management, Program Maturity & ROI.](#)
- **Customized Reports (by industry, revenue & size)**
 - Ten different turnkey customized reports offered. [Clients may customize their own report.](#) Time to publish reports is 3-5 business days. Prices vary from \$50 - \$18,000.
 - [Customized compensation benchmarking](#) by position, geography, and skills.
 - [Staffing Index, Budget Review, Program Maturity, Peer Industry, and Best in Class.](#)

Benefits of Customized Data Research:

- Data your executives can appreciate when presenting business case objectives to substantiate and/or expand your program.
- Allows you to build a road map to advance your program, meet goals, increase your program's visibility and drive executive commitment.
- Makes you more efficient by eliminating the need to conduct your own research.
- Provides an unbiased source on how your program compares to the industry, specifically "like" organizations (based on your specifications) to assess best practices, staffing, budgeting, organizational structures, program maturity/ effectiveness and much more.

Our Reporting Methodology:

- A personal assessment with a BC Management representative to evaluate your program and goals behind obtaining customized data research.
- Review and assess reports to ensure relevant and valuable data to benefit your program needs.
- Customize and tailor your report to your peer group (your industry, size of company, company revenues and/or program maturity).